

CONNECTICUT INDUSTRY DECEMBER 1 9 4 1



FIRST REQUISITE of an industrial hygiene program should be an up-to-date first-aid room (see page 17).

In this issue:

31ST ANNUAL MEETING:
LUNCHEON . BUSINESS . BANQUET SESSIONS .
ROUND TABLE CONFERENCES .
DERMATITIS FROM CUTTING OILS . . .

NEWS FORUM . . .	DEFENSE
BUSINESS . . .	EXPORT NEWS
TRANSPORTATION . . .	LEGISCOPE
ACCOUNTING HINTS .	SERVICE SECTION



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CONNECTICUT INDUSTRY

VOLUME 19

DECEMBER 1941

NUMBER 12

MANUFACTURERS' ASSOCIATION OF CONNECTICUT, INC.

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A GREETING

"Peace on earth, good will toward men" is a precept that we all have in mind at this time of the year. In the present state of world affairs this precept has broken down badly, particularly in war-torn Europe, in northern Africa, and in China.

We in the Americas are now feeling the direct impact of of war. We are now, and always have been, strong champions of the precept, "Peace on earth, good will toward men." We are much concerned over the fact that this precept is seriously threatened as a rule of life and a way of living, and we are rightly planning to defend it against the encroachment of European dictators so that they may not take it away from us or from other democracies which have not yet been overthrown, and we are rightly helping those who are actually involved in defending themselves so that they, too, may not lose the privilege of the plan of life and way of living that this precept involves.

Let us not, however, neglect the observance of the spirit of Christmas no matter how discouraging the state of warfare so prevalent in much of the world may be, and realize that unless we emulate the spirit of Him whose birth we are celebrating at this Christmastime we shall not succeed in preserving "peace on earth and good will toward men."

On behalf of the officers and Board of Directors of your Association I extend to you best wishes for a Merry Christmas and a Happy New Year.

JOHN H. GOSS.

Published monthly by the Manufacturers' Association of Connecticut, Inc., with executive offices at 416 Capitol Avenue, Hartford, Connecticut. Entered as second-class matter January 29, 1929, at the post office at Hartford, Connecticut, under the Act of March 3, 1879. As the official magazine of the Manufacturers' Association of Connecticut, Inc., it carries authoritative articles and notices concerning the Association activities. In all other respects the Association is not responsible for the contents and for the opinion of its writers. Subscription Rates: \$4.00 for 3 years; one year, \$1.50; 20¢ a copy. Subscribers should notify publisher promptly of changes in address. Advertising rates on application.



HEAD TABLE at luncheon session of the 31st Annual Meeting, held last month at the New Haven Lawn Club: (left to right) Francis Murphy, secretary to the Governor; C. L. Campbell, president of Connecticut Light & Power; W. P. Homans, coordinator, Northeastern Division, Priorities Field Service, OPM, Boston; Governor Robert A. Hurley; John H. Goss, president, Scovill Manufacturing Co., Waterbury, and retiring Association head; Assistant Secretary of the Treasury Herbert E. Gaston; Thomas Smith, Internal Revenue Commissioner, Hartford; Harold D. Fairweather, executive vice-president, Colt's Patent Firearms, Hartford; L. M. Brooks, M. S. Brooks & Sons, Chester; and C. L. Eyanson, the Association's executive director.

31ST ANNUAL MEETING HIGHLIGHTS CONNECTICUT'S DEFENSE PROBLEMS

IN an atmosphere tense with concern, reflecting the foreign and domestic crises which the country at the moment was facing, more than 650 industrialists convened November 12 at the New Haven Lawn Club for the 31st Annual Meeting of the Manufacturers Association of Connecticut.

Burdened with numerous complexities relating to their Defense contribution and with the potential dangers Defense holds for their companies' future, they listened in the afternoon and evening to all kinds of opinion about post-war Connecticut, inflation, labor shortage, taxes, priorities, export obstacles, strikes, union monopolies, and government control. In five major speeches and four round-table conferences the 1941 program touched upon almost every subject of current importance to the state's manufacturers.

Chosen to head the work of the



ALFRED C. FULLER

Association during the portentous year of 1942 was Alfred C. Fuller, president and board chairman of the Fuller Brush Company, Hartford. Mr. Fuller's election came during the afternoon business session. Edward Ingraham, president of the E. Ingraham Company, Bristol, was named vice-president; while Harold D. Fairweather, executive vice-president of Colt's Patent Firearms, Hartford, was reelected treasurer and C. L. Eyanson, the Association's executive director, secretary and assistant treasurer.

Elected for four-year terms were the following directors-at-large: Norman Bertolette, president of the Hartford Gas Company; T. F. Hammer, president of the Malleable Iron Fittings Company, Branford; and John H. Goss, retiring head of the Association and president of Scovill Manufactur-

(Concluded on page 4)

BANQUET HEAD TABLE: (left to right) Graham H. Anthony, president, Vesder-Root, Inc., Hartford; Alfred C. Fuller, president of Fuller Brush, Hartford, and newly-elected head of the Association; Douglas Miller, economist and former U. S. Embassy commercial attaché; Walter D. Fuller, chief executive, Curtis Publishing Co., Philadelphia, and head of the National Association of Manufacturers; John H. Goss; Thurman W. Arnold, Assistant U. S. Attorney General; Edward Ingraham, president, E. Ingraham Co., Bristol, and newly-elected Association vice-president; Harold W. Fairweather; Walter B. Weisenburger, executive vice-president, NAM, New York; and C. L. Eyanson.



LUNCHEON SESSION:

CONNECTICUT—ITS POST-WAR FUTURE



Excerpts from Address of Governor Robert A. Hurley.

IHAVE given serious thought to the conditions which will confront us when the present emergency has passed so that in choosing the topic "Connecticut—Its Post-War Future", I haven't been day-dreaming or indulging in wishful thinking. Instead I have tried to bring myself face to face with cold, hard facts. . . .

Practically all of our Connecticut industries have gone into Defense, or war production. To keep our shops and factories going at top speed we have imported into Connecticut upwards of 225,000 persons. After the war, what then?

If the war should stop tomorrow so would all of the work in our Defense industries. Our cities and towns and industries would then be faced with the problem not only of taking care of our own employee needs, but of many of those 225,000 workers who undoubtedly will make Connecticut their permanent home. The transition from war-time production to peacetime needs will become a problem to be solved by the best minds not only in the industry, but in government, in capital and in labor.

Looking toward the post-war future of Connecticut, I shall shortly put machinery into motion so that a comprehensive study may be made and a plan devised to ease, if possible, the pains of this transition. There will be appointed a special commission of expert industrialists, economists and technicians who will provide a program for adopting an emergency economy to peacetime conditions. All of the possibilities of Connecticut's role in the post-war future of America and of the world will be explored by this commission. Every effort will be made to assist Connecticut's

industries in maintaining and improving their traditional position of leadership.

Your part—the Connecticut Manufacturers Association—will be a big one. You will be faced with tremendous responsibilities. You will be asked to serve and to work with this commission and I know that you will do so in a spirit of wholehearted cooperation that will show the other states of the nation that Connecticut can find its way back when peace returns to a war-torn world.

In addition to the work of this commission I shall ask the State Development Commission to renew their efforts to bring into Connecticut new peacetime industries and to make the "made in Connecticut" label a familiar mark throughout the world. In this respect, the Development Commission should have as one of its first tasks the investigation of all of the potentialities of new raw materials developed for war needs, such as plastics and the like.

The post-war future of our state will depend not only on the cooperation of industrialists, represented by your Association, but on how effectively our public officials, state and local, and the trustees of large reservoirs of capital, participate in the making of a composite blue-print.

I believe that a huge market of consumers goods will become available to those who will be prepared to take advantage of it—a market not only in this country but in countries where our trade previously has been barred by the existence of certain factors. By studying those possibilities now our work in the post-war future will become lightened.

One of the heaviest responsibilities will fall upon our state and other

(Concluded on page 4)

INFLATION

Excerpts from Address of Herbert E. Gaston, Assistant Secretary of the Treasury.

WHAT we are facing is not the sort of inflation that arises from purely monetary causes and is the result of distrust of the national currency. It isn't necessary, therefore, to conjure up visions of a dollar dwindling toward the vanishing point in purchasing power, with the printing presses working overtime to turn out an ever-increasing supply of currency in ever-higher denominations. We are not in the slightest danger of that sort of inflation.

The kind of inflation of which we do stand in imminent danger is something quite different. It is, in briefest



terms, the sort of inflation which consists of a rapid and substantial general increase in prices caused by a great increase in money payments and therefore in purchasing power, accompanied by a lack of increase or an actual decrease in the production of consumer goods—in short, too many buyers and too many dollars in the market and too few goods to be sold.

The beginnings of that sort of an inflation are already under way. Wholesale prices of general commodities have increased approximately 15 percent since the first of this year; that is from 80 on an index of which the average of the year 1926 is 100, to approximately 92 in October. The fact that the commodity index is still below the average for any year from 1917 to 1929 is not nearly so significant as the rapidity of its rise in the last ten months, and even more striking and significant is the increase in the same time of about 30 percent in the prices of 28 basic commodities. These increases are at a rate which suggests the pattern at least of the early stages of

(Concluded on page 4)

31ST MEETING

(Continued from page 2)

ing Company, Waterbury. Wade Williams, vice-president of General Phonograph Company, Putnam was named director for Windham County, succeeding H. H. Rapp, treasurer of Powderell and Alexander, Inc., Danielson.

Over 300 manufacturers attended the luncheon session, at which Governor Hurley and Assistant Secretary of the Treasury Herbert E. Gaston were the principal speakers. Afterwards the business of the Annual Meeting was transacted, with reports from the President, Treasurer, Budget Committee, Nominating Committee, and By-laws Committee. Next came the four conferences on "Today's Export Problems", "Emergency Employment Problems", "Taxes, Taxes, Taxes!", and "Priorities Sub-contracting".

President Walter D. Fuller of the National Association of Manufacturers paced the banquet speeches with a crackling tirade against Defense strikes, in which he hit home the point that "if the United States is not strong enough to lick Lewis (John L.), we'd better lay off Hitler." Equally peppery was Thurman L. Arnold's denunciation of trade union monopolies and other forms of "illegal" union activity. Talking extemporaneously, the Assistant U. S. Attorney General declared that his job was to enforce the Sherman Anti-trust Act against such disruptions of the open market system.

In the last address Douglas Miller, former commercial attaché at Berlin and author of "You Can't Do Business With Hitler", ended the Annual Meeting program on the same solemn note sounded at the start, with the assertion that government control and economic planning were here to stay.

POST-WAR FUTURE

(Continued from page 3)

public officials in creating a reserve of public works. At the present time public works must not compete with the needs of defense. It will, however, be necessary that they have the right of way just as soon as defense production is no longer necessary. And when I speak of public works, I do not mean construction by public agencies alone. It should be a program in which the

huge reserves of private capital can participate.

Such a program of public works will not be designed merely to erect public buildings and utilities, but by careful planning it can bring about the conservation of our natural resources, elimination of stream pollution, soil erosion, flood control work and the rehabilitation of forests.

The financing of such a program will be great. Such a program of public works will be difficult indeed, and I am of the opinion that money reserves for this purpose should be created now—out of present income in a time of prosperity—instead of from income that ordinarily would have to be raised during the period of transition. State and local governments should not waste any of the additional tax resources they now receive, but should methodically set them aside for this purpose.

A huge responsibility will be placed upon the trustees of large reservoirs of capital—our banks and our insurance companies—many of whom are finding it more difficult each day to find sources of investment. There will be no need for them to search for green pastures in distant lands. By judicious planning, good investments can be found right here in Connecticut, and one of the greatest sources might well be in housing—and at rentals that can be afforded by the great majority of our population. Low cost housing need not always be solved by the use of governmental subsidies. Trustees of capital can, and must, employ every resource toward the solution of the problem of low cost housing. They have the means and ability at their command and if they employ them with proper diligence they may find a good source of investment on a large scale. Private housing developments will benefit the community not only in the form of better housing but in the vast amount of employment which will be furnished by such enterprises and which will take up the slack in our building trades.

For the post-war period planning, labor too must give serious thought to the position it will occupy. Its very existence to a large degree will depend upon the prosperity of industry and society as a whole. It must choose able leaders gifted with the ability to lay down wise and far-sighted policies designed to insure post-war economic stability.

INFLATION

(Continued from page 3)

the great price upheaval of 1915 to 1921, when wholesale prices went from an index level of 68 in September, 1915, to 166 in June, 1920, and then dropped in just one year to 93. That was a period in which the cost of living was doubled.

There is no need to tell a great audience of businessmen of the ruinous consequences of inflation. You manufacturers of Connecticut are only too well aware of the disorganization of business, of the dislocation in every phase of economic life, which accompany and follow an unrestrained rise in prices.

What disturbs us particularly is the swiftly growing gap between the amount of purchasing power in the hands of our public and the dwindling supply of goods that can satisfy that demand. Accordingly, we at the Treasury must think, and think hard, how to narrow that gap, for that is one essential way to keep inflation in check.

To begin with, there are certain obvious courses. We have already seen enacted a tax bill which together with previously enacted legislation should provide some \$12 billions of revenue in the fiscal year 1942 and a substantially greater amount in later years.

But the gap is growing so fast that \$12 billions or even \$15 billions in revenue will not close it. We shall, it seems apparent, have to tax still more heavily in the coming year.

Along with heavier taxation we shall have to widen and deepen the sale of Defense Savings Bonds during the coming year.

I have mentioned increased taxes and increased Defense Savings as two of the obvious ways to attack inflation. There are at least two others which may be mentioned briefly. One is the reduction of non-defense federal, state, and local governmental expenditure.

The last of these obvious anti-inflationary methods is the control of prices, and I shall say only a word or two on this subject. We at the Treasury felt that the price control bill as introduced into the House of Representatives had the possibility of being a powerful weapon in the fight against inflation. The amendments concerning farm prices have greatly weakened the bill, but there is no reason to be discouraged before the bill has actually become law.

BUSINESS SESSION:

Excerpts from Report of President John H. Goss.

I AM what you call an interim president for I am serving the unexpired term of former President Hubbard. Today you will elect a new president who will take office on January 1st. That does not mean that my interest in the Association will cease, for anyone who has had the privilege of serving as its vice president for twenty-seven years cannot but hold a life interest in our highly successful organization.

Our problems are many and complicated, but I believe that the Association, through its directors, its many committee members and its well trained and efficient staff, is doing as creditable a job as any other organization in the country. Wherever I go, within the state and in many places outside of it, I hear praise of the work, whether it be in connection with the problems of employment and unemployment, priority and government contracts, taxes, transportation, labor relations, or any of the fields in which the Association renders service. The Association has



1942 OFFICERS of the Manufacturers Association of Connecticut, as elected at the 31st Annual Meeting in November: (left to right) H. D. Fairweather, executive vice-president, Colt's Patent Firearms, Hartford, treasurer; Edward Ingraham, president, E. Ingraham Co., Bristol, vice-president; Alfred C. Fuller, head of Fuller Brush, Hartford, president; John H. Goss, president, Scovill Manufacturing Co., Waterbury, retiring president; and C. L. Eyanson, secretary and assistant treasurer.

reached its all-time peak of membership and in the year 1941 alone 56 manufacturers have been admitted as new members.

It is only a few months ago when there were those who called Connecticut an industrial "has-been". Economic theorists and prognosticators, who were ignorant of the vital energy which lies within Connecticut labor and management, declared that Connecticut industry had reached its full maturity; all that was needed was a fitting epitaph.

The country has called and Connecticut industries have responded. Are we alive and are we doing things? Seventy-one per cent of our workers are engaged in essential production. Connecticut is in truth already an important part of the arsenal of democracy, and we are eager for and can do more.

There is currently going on a great deal of discussion over the importance of working out long range plans to fit the conditions that may be expected after this emergency has passed, and much of the best brains in the country is being spent in this direction. While I can see no objection to that type of planning, I believe the most important matter for the consideration of us all, including certainly the best minds which we have, is to concentrate on and solve the present prob-



ADMINISTRATIVE STAFF of the Association greets its new head at the New Haven Lawn Club: (left to right) Director of Development L. M. Bingham, Counsel Paul W. Adams, Executive Director C. L. Eyanson, President A. C. Fuller, Manager N. W. Ford, and Commercial Secretary W. Adam Johnson.

lems and confusion arising out of this emergency. At the moment this is calling for the closest attention of all of us. Day by day we must plan to fit the frequent changes in the law and the daily changes in administrative directives which are mailed out from Washington. If there develops a shortage of paper we can readily understand at least one of the reasons, and if it keeps on there is likely to be a shortage in printing presses. Nevertheless, joking aside, we face these conditions and they must be met. I submit that the answers must be developed by us, who, with our employees and customers, are principally affected. They will not be developed in Washington. Washington, however, will continue to furnish the problems. Naturally they issue these directives in a pattern which they feel fits the average situation throughout the country, and in this emergency, which is real, we must give Washington credit for conscientiously endeavoring to meet the national needs.

There is a threat of a new system of economy to take the place of our present free enterprise system. No doubt there will be many changes in procedure if we are left with our present system; but whatever system of economy we adopt, so long as human nature is what it is, will have the same difficulties that our free enterprise system has had, and will continue to have them unless there are fundamental changes in the philosophy of people and changes in their product. The difficulties of the free enterprise system are not because the system itself is wrong. They arise out of the conduct of the people who live under it, and there has been sufficient erroneous and bad conduct brought to the surface and proven to arouse certain organized groups and in their judgment justify a criticism of and the overthrow of the present system of economy. The result is that due to the conduct of the "bad actors" all of us suffer, and particularly those who had been behaving themselves. This seems an unjust result, but it is what we may expect in a democracy.

There has been too much of the philosophy of opportunism in all human inter-relationships. There has been too much thinking, deciding and acting in terms of immediate profit or

advantage. There has been too little consideration of the more remote consequences of our decisions and actions. When the conscience begins to function after making our decisions and acting opportunistically on them, too often have we rationalized and tried to satisfy the conscience by the use of false logic. I think this opportunistic philosophy has been the underlying cause of a major part of our present difficulties. It is a disease which seems not only to have affected individuals but organized groups of all sorts and kinds. Even professions which have set up codes of ethics, presumably to keep down bad practices, have not accomplished much in eliminating this unsound philosophy. Too often we talk one way and act another, and when we do there is justification for accusing us of hypocrisy. There is nothing, in my opinion, that the youth of this

Chester; W. E. Campbell, secretary, Fuller Brush, Hartford; H. C. Haskell, president, Brunswick Worsted Mills, Inc., Moosup; G. S. Hawley, president, Bridgeport Gas Light Co.; and Marjorie Wilford, treasurer, Atlantic Wire Co., Branford.

The Report of the By-Laws Committee, presented by President Charles L. Campbell of the Connecticut Light & Power Co., proposed several amendments, which provided: 1) that an additional vice-president be elected; 2) that the number of directors be increased from sixteen to twenty; 3) that five directors be elected at each annual meeting instead of four. The other members of this committee were Phelps Ingersoll, president, Wilcox, Crittenden & Co., Middletown, and Edwin H. Pugsley, 2nd vice-president, Winchester Repeating Arms, New Haven.



NAMED DIRECTORS for four years were: (left to right) Norman B. Bertolette, John H. Goss, T. F. Hammer, and Wade W. Williams.

country hate and despise more than hypocrisy, and it is upon the younger generations that we must depend. They will be carrying on in their turn and will run things as they think they should be run. Can we blame them if they shall decide that they wish a new system of economy?

OTHER REPORTS

The Report of Treasurer Harold D. Fairweather showed the Association to have operated during the past fiscal year well within its budget. There followed the Report of the Budget Committee, consisting of C. B. Cook, vice-president, Royal Typewriter, Hartford; A. C. Fuller, president, Fuller Brush, Hartford; J. L. Goodwin, president, Whitlock Mfg. Co., Hartford; and F. M. Holmes, president, North & Judd Mfg. Co., New Britain.

Members of the Nominating Committee, which presented the slate of officers and directors for 1942, were L. M. Brooks of M. S. Brooks & Sons,

ACCEPTANCE SPEECH OF ALFRED C. FULLER

IT is with sentiments of humility, mingled with pride and hope, that I shall attempt the work which you have entrusted to me today. How well I am qualified to discharge this responsibility can be determined only after further experience in the activities of the Association.

The old proverb, "We are creatures of habit," holds true in our work quite as much as in more personal matters. I have been engaged in directing the activities of a rather highly specialized business organization. This business experience began thirty-five years ago when I was twenty-one years old, so naturally, my habits of work have become rather fixed. The Association is making a radical transition in selecting a man who is more active in his own business, rather than one who makes the work and interests of the

(Concluded on page 8)

CONFERENCES:

I TODAY'S EXPORT PROBLEMS

CHAIRMAN Harold W. French, vice-president of the Bridgeport Hardware Manufacturing Company, opened the conference at 4 p. m. and introduced James E. Bryan, chairman of the Foreign Trade Committee of the Association, and president of The Undine Twine Mills, Inc., of Moodus.

Mr. Bryan briefly explained the work of the Committee, adding that the Committee met each month in a different part of the state, and urged anyone interested in export business, or having export problems, to attend such meetings.

Franklin Johnston, publisher of *AMERICAN EXPORTER*, New York, was introduced by Chairman French. He said that charges that the British are abusing Lease-Lend aid and promoting exports at our expense do not stand up under investigation. They arise in political rather than business circles and should be discounted if not discarded, accordingly.

The facts are that after the fall of France, Great Britain abandoned the "business as usual" policy and her exports fell off so badly that no figures have been made public since last December. On the other hand, our exports are the largest since October, 1929, and only 16% of them are Lease-Lend and only 18% are actual war material. Before the war we were out-selling Great Britain two to one in Brazil. Now we are out-selling her eight to one. England has even discontinued passenger steamer service to Australia and New Zealand, while our exports to Australia are up to 97% above last year; to South Africa, 189%; India, 121%.

The British Government, since Lease-Lend began, appears to be leaning over backwards not to promote exports at our expense and has even prohibited exports to the United States itself of certain items, much to the dismay of importers here. On the other hand the British might well be criticized, in view of our Lease-Lend con-



ADDRESSING the round-table on Taxes is Howard E. Hausman, executive director, Employment Security Division, State Department of Labor & Factory Inspection. Seated on his right is Fred R. Fairchild, professor of political economy at Yale; on his left are the chairman, Herbert J. Reeves, treasurer of International Silver, Meriden, and the Association counsel, Paul W. Adams.

tribution to a common effort, for failing to relinquish the tight control of imports of American goods in British

markets, let alone abrogating the Ottawa agreements.

(Continued on page 8)



SNAPPED talking to the group who attended the conference on Export Problems is Publisher Franklin Johnston of the "American Exporter", New York. On his left are seated the chairman, Harold W. French, vice-president, Bridgeport Hardware Manufacturing Co., and President James E. Bryan of the Undine Twine Mills, Moodus.

ACCEPTANCE SPEECH

(Continued from page 6)

Association his major activity, as was the case with Mr. Hubbard. I hope to be able to adjust myself to this great responsibility in such a manner that you will not be too greatly disappointed in the decision you have made.

There are a number of questions which are rather prominently in my mind at this time. I shall not attempt to find an answer to them until I have had an opportunity to confer with your Board of Directors and with individuals and groups among the membership.

There are problems facing industry today which, in my opinion, are a challenge to its leadership. We haven't become fully adjusted to some of the changes which have been brought about in recent years, with which you are all familiar. We are not certain as to how we shall be able to completely adjust our industrial system to these changes. Today we are in the midst of a war economy which, in itself, presents many problems. Within the near future no doubt we shall be facing the problem of adjusting our economy from a war basis back to a peace basis. This, in my opinion, is going to be the most difficult of all. Mayor LaGuardia, in a statement before the committee on Labor in the Senate a few days ago, importuned the government to take steps at this time to make provisions for this change. He stated that the American people had learned that they did not have to starve. No doubt the Mayor's reasoning is in line with that of most government officials at the present time—that if industry is not able to re-employ idle help, the government must take the responsibility.

Industry's Future

One important question in my mind is, what steps industry can take to meet this challenge so that we may keep it out of the arena of politics. Thinking men today realize that our free enterprise system, as we have known it in the past, is challenged. I have certain ideas on this matter, as I presume most all of you have. The question in my mind right now is whether the Manufacturers Association of Connecticut can set up certain machinery first to study this situation and then to find answers to the many problems which will be presented. I am convinced that it must be done

through coordinate action rather than individually. I believe the responsibility rests upon industry to carry out to a greater extent certain social responsibilities.

I have spent considerable time at the headquarters of the Association here in Hartford and I think it is one of the best organized and most efficient I have seen. It, therefore, seems to me the Association is prepared to render the same services to Connecticut industry that you, its members, expect from it and have received in the past. For the immediate present, it is my intention to go into different parts of the state to meet and talk with groups and individuals. I am under a handicap in that I am not as well acquainted with industrial leaders of our state as many other men you might have chosen for this office. I feel it is of utmost importance for the man who heads the Association to be more intimately acquainted with the leaders in the state and to know more of their problems. I am going to rely upon you to teach and advise me how the Asso-

ciation can best function in your interests.

Connecticut industry is in the forefront of the tremendous defense program of the nation. Our immediate responsibility is to this defense effort. My concern will be for the small and medium, as well as the larger, industries of the state which are faced with unprecedented problems of employment, taxation and industrial relations and who are endeavoring to adapt their plants and facilities to defense work. Many of them are feeling the pinch of raw material shortages for their normal business.

I believe Connecticut industry should be concerned with all of the problems confronting labor and should work very closely with labor and their organizations, to the end of bringing about a greater degree of understanding.

Ladies and gentlemen—I thank you for the signal honor which you have conferred upon me and promise you my best effort in this great responsibility.

TODAY'S EXPORT PROBLEMS

(Continued from page 7)

Our own government's attitude toward export is very sympathetic, not so much from the exporters' standpoint, however, as from that of maintaining the economic stability of all friendly nations. The Economic Defense Board has now successfully inaugurated a system whereby exports secure both an export license and a priority on the same application. More and more priorities are now coming through in that way. Even so, because of priority handicaps, most markets are now accumulating a surplus of unexpended purchasing power which will come into this market just when it is most needed, that is, when the stimulus of the Defense program ends.

Questions and Answers

1. If you have a shipment of goods, part of which is being shipped on a general license and part of which requires a specific license, is it necessary to have two separate export declarations or can the same declaration be used showing, in the one case, the general license number and under the other item the specific license number?

Major Barlow stated that as of 11:00 o'clock, November 12th, the answer was "yes".

2. Is it possible to obtain a blanket treasury license for an individual whose funds have been frozen?

Mr. Johnson stated that you have to get an individual license for each transaction.

However, another member pointed out that you could get a license for a certain lump sum of money for a certain period of time, and if the money is not used for the purposes specified or the orders have not been shipped within that time, they can apply for a renewal.

3. Are most manufacturers regarding Lend-Lease business as domestic business or export business?

Mr. Farwell said that it all boils down to what is considered export business. For 20 years or more he has always considered that any product of the company whose ultimate destination was outside the boundaries of the United States constituted an export order regardless of how handled. He saw no reason for departing from any original definition of what constituted an export order.

4. Do the members of the Association feel that it is better to have an increased truck rate to New York on export shipments from Connecticut?

Or would they prefer an hourly charge being made for the time a trucker must spend at the docks waiting to unload? This, of course, is assuming that some system of compensation must be made to transportation companies because of the time lost at the export piers.

Mr. Bryan told of his experience with "dock charges" during World War I. He often had additional charges of \$10 to \$500. A vote was taken for approval of a waiting time charge on truckmen or an increase in the present rate which would be applicable to all export shipments. Those in favor of an increase in the present charge were 27; no one agreed to pay for waiting time.

Foreign Buyer

5. What procedure is to be followed by a manufacturer in applying for an export clearance and priorities for a foreign buyer?

Mr. Ribadeneyra stated that it depends on what you are selling. PD-1 form should be filled out by the user. If the user cannot fill it out, the procedure is to fill it out for him. Major Barlow said that the procedure is covered in Form AEC-49—a new form out as of November 1st.

6. When a manufacturer is filling in PD-1 is he named as the applicant in Part I?

If the purchaser cannot fill it out the manufacturer may do so in the name of the foreign purchaser. Signature on the back can be made out in the same manner. PD-1 is merely a form for securing priorities. If AEC-49 is not clear, communicate with the Office of Export Control, 500 Fifth Avenue, New York City.

7. Is it possible to ask for priority rating to cover material which will be placed on distributors' shelves to be distributed as ordered by the customer?

The OPM realizes the necessity of stocks in certain industries and will grant priorities covering certain materials which are to be used for stock purposes.

Mr. French asked if we wanted to go on record as urging some sort of plan for export requirements of consumer shelf goods in order to help manufacturers get replacements.

The motion was made, seconded and passed.

It is important to know that in applying for an export clearance exporters must have a Pd-1 form. It is not sufficient for a manufacturer acting in behalf of a foreign purchaser to

answer questions. Questions must be substantiated and have signature of a consular official. One company extracts a certain number of questions and sends that questionnaire to the man abroad to have him answer in duplicate and have both forms returned with the consular's signature, so that it can be sent with the application to Washington.

8. On November 1st, the Egyptian Import restrictions went into effect prohibiting the importation of certain products without a license. Have any provisions been made for the shipment of those goods which were ordered prior to this date which could not be shipped before November 1st? Has anyone had any experience as to obtaining a license on restricted goods on the basis that the order was placed before the effective date of the order, and shipment could not be made prior to that time?

Allowances were expected to be made if all arrangements for letters of credit, Treasury licenses, Export Control licenses, etc., had been made. Also if shipment was in transit.

Technical Data

9. What experience have members had in sending technical data to foreign countries under the Technical Data Section License described in Section 4 of the Comprehensive Export Control Schedule?

All that will be asked is, "Is it available to the general public?" If not, it is technical data and subject to license. In Schedule 4 only one post office is defined as a "designated Post Office" and that is at Bridgeport. Mr. Johnson stated that Hartford now is "designated" as a Post Office through which technical data may be sent.

10. The question of excise tax exemption in reference to export shipments has been the subject of considerable discussion among export men in the past few weeks. The discussion has arisen over two destinations in particular, namely Alaska and Hawaii. Apparently the term "territories" has crept into discussions, and by reason of this has arisen confusion of what constitutes a territory and what constitutes a possession. What are the conclusions reached by other exporters to the territories in question?

Hawaii and Alaska are "territories" and are not exempt from the Revenue Act provisions. The following countries are "possessions" and are exempt: Philippine Islands, the Panama Canal

Zone, the Virgin Islands, Guam, Puerto Rico, American Samoa, Wake, the Midway Islands and Palmyra.

11. Should an exporter send collection draft direct to foreign banks or should same be routed through his local or New York bank?

A vote was taken as follows: Foreign Banks—7. Local banks—none. New York banks—30.

12. What practical steps can be taken by exporters to obtain favorable consideration by the Economic Defense Board and the SPAB at Washington?

We have taken a practical step in setting up a brief for the Foreign Trade Committee to work on.

Notifying Customers

13. Manufacturers of standard goods quite generally are quoting and accepting orders subject to invoicing at prices ruling on date of shipment. In the event of an advance in prices is it desirable to notify customers before shipping and to give them the benefit or option of either cancelling their order or confirming the higher price?

Mr. Beebe: "We ordinarily ask if they want us to send it at a higher price. If not, we don't care if the order is cancelled, if the goods are munitions. On standard goods (not munitions) we explain the necessity for a higher price and ask if they will accept. Otherwise they have the option of cancelling. It is best to get confirmation before shipping. If you ship without confirmation the export manufacturer takes a chance on the draft being accepted or not in a foreign country."

About 60 export representatives attended the conference. The panel participants were: H. F. Beebe, manager, Foreign Dept., Winchester Repeating Arms, New Haven; James E. Bryan, president, Undine Twine Mills, Moodus; Charles Engelke, export manager, Miller Co., Meriden; H. G. Farwell, Raybestos Division, Raybestos Manhattan, Inc., Bridgeport; John D. Garrett, export sales manager, Arrow-Hart & Hegeman Electric Co., Hartford; L. B. Hough, export manager, Collins Co., Collinsville; E. H. Long, export manager, Seamless Rubber Co., New Haven; A. Ribadeneyra, Fairmount Aluminum Co., Stratford; J. M. Schaeffer, export manager, Waterbury Farrel Foundry & Machine Co.; and Wm. H. Spencer, export manager, Sargent & Co., New York City.

II TAXES

THE conference on taxes was attended by some 250 people. Herbert J. Reeves, treasurer of International Silver Company, presided as chairman; the speakers were Professor F. R. Fairchild of Yale University and tax advisor to the Association; Howard E. Hausman, executive director of the Employment Security Division, State Department of Labor; and Paul W. Adams, counsel of the Association.

Professor Fairchild stressed the following points:

1. The Revenue Act of 1941 with its broader individual income tax base nevertheless results in 75% of the revenue from individual income taxes being contributed by 7,000,000 people, or about 10% of income earners. The lowering of exemptions will include 3,000,000 additional taxpayers, but 85% of the increased revenue will come from people already paying income taxes. This leaves an extensive source of taxation as yet untouched.

2. There is no logic in the formula of the Treasury Department for one-third taxes and two-thirds borrowing to finance the defense program. The sound method of determining the ratio is to collect all possible revenue from taxes and then finance the remainder of the budget by borrowing. Taxes should not be so heavy that they interfere with production, nor should taxes be used for any purpose other than revenue.

3. There should be more economy in non-defense governmental activities such as NYA, CCC, WPA, etc.

4. Inflation cannot be curbed by taxation. A gross income tax collected at the source would have an anti-inflationary effect. Other moves are necessary, however, before any such tax should be considered. The affirmative inflationary activities which have been undertaken by the Government during the past eight years must be stopped immediately. We can never curb inflation as long as the Government continues to pursue a program of inflation.

Mr. Hausman discussed the subject of social security taxes as a means of financing the Defense program and also the proposed federalization of state unemployment compensation laws. He stated that if social security taxes are

(Continued on page 11)

III EMERGENCY EMPLOYMENT PROBLEMS

ABOUT 80 industrial representatives attended this round-table, which was opened by Chairman J. W. Nickerson, general superintendent of Cheney Brothers in Manchester. The panel members, representing the five sub-committees set up by the Association earlier this year for the purpose of studying Connecticut's employ-



OPENING the discussion of Emergency Employment Problems is the chairman, J. W. Nickerson, general superintendent of Cheney Brothers in Manchester. Other panel participants are: (left to right) E. A. Stowell, employment manager of Underwood-Elliott-Fisher, Hartford; Albert F. Snyder, industrial relations manager, Winchester Repeating Arms, New Haven; Fred S. Sparrow, personnel manager, New Departure Division of General Motors, Meriden; Albert E. Whitehill, assistant district representative of the Training-Within-Industry Section, Labor Division of OPM; Major Leonard J. Maloney, director of the State Employment Service; Dr. Millicent Pond, employment manager, Scovill Mfg. Co., Waterbury; John Williams, industrial relations manager, Yale & Towne, Stamford; and Dr. T. A. Langlie, personnel director, Hat Corp. of America, South Norwalk.

ment situation, carried on the discussion through the question-and-answer procedure.

Ernest A. Stowell, chairman of Committee No. 1, Employee Upgrading and Training, and employment manager of Underwood-Elliott-Fisher in Hartford, contributed the following information:

We made a thorough analysis of the State Vocational and Trade Schools, and Refresher Courses. Also, we thoroughly familiarized ourselves with the

(Continued on page 11)

IV PRIORITIES SUB-CONTRACTING

HELD in the ballroom, the Priorities Conference was the largest attended. Carl A. Gray, state director, Division of Contract Distribution, OPM, acted as chairman. Participants in the panel were William P. Homans, coordinator of Northeastern Division Priorities Field Service, OPM, Boston; Edwin L. Howard, dis-

trict manager of Priorities Field Service, Hartford; Dr. R. W. Woodward, engineer of tests, General Research Laboratory, Underwood-Elliott-Fisher, Hartford; W. E. Bancroft, chief metallurgist, Pratt & Whitney Division of Niles-Bement-Pond, West Hartford; and Paul C. Gerhart Jr., head of Contract Procedure Division of Contract Distribution, OPM.

Chairman Gray said, in part: "I will appreciate your allowing me a few minutes to mention the new State

(Continued on page 13)

TAXES

(Continued from page 10)

increased on the basis of a need for Defense funds, when that need disappears there is going to be an overwhelming demand that benefit payments under unemployment compensation and old age benefit programs be stepped up in order to use up the amount of credit in social security funds. Once benefit rates are increased, they never go down. Mr. Hausman said further, "In my opinion, it is not only deceitful but positively dangerous to tie in increased Defense taxation in any way with social security."

Mr. Hausman also warned that federalization of unemployment compensation would mean that the present Connecticut fund of \$64,000,000 on deposit with the U. S. Treasury would all be placed in a common pool, there to be shared by states with lesser funds and more unemployment. He stated that there would be no merit rating or experience rating plans to reduce taxes for employers with good records for stability of employment. In conclusion he said, "I feel very strongly that in the long run a Federal system of unemployment compensation would provide less benefits for Connecticut workers and cost Connecticut employers more than the present system."

Paul Adams, speaking briefly after the question and answer period, pointed out the importance of the unreasonable accumulations tax as it applied to all manufacturers in this period. He urged manufacturing corporations which desire to accumulate earnings in an amount in excess of 30% of total earnings to prepare careful records of reasons for the accumulation. He suggested that it was advisable to include a statement of the reasons for the accumulations in the minutes of the meeting of the board of directors at which it was determined to accumulate rather than to distribute the earnings.

Mr. Adams also called attention to the importance of making application for "necessity certificates" permitting five-year amortization of emergency defense facilities. He explained that once a corporation has failed to make timely application, it is forever barred from claiming the special amortization deduction under Section 124 of the Internal Revenue Code. He called attention to the liberalized provisions of this law as explained in the Association's Taxation Bulletin No. 216.

EMERGENCY EMPLOYMENT PROBLEMS

(Continued from page 10)

Federal-sponsored Engineering, Science, Management Defense Training programs in operation in Stamford, Bridgeport, New Haven, Waterbury, Hartford, and New London, as directed by Yale University, the University of Connecticut, and their cooperating institutions. We also took into full consideration the service offered by the Training-Within-Industry Division of the Office of Production Management, and Apprenticeship Training as sponsored by the Connecticut State Apprenticeship Council.

We definitely feel that the responsibility of management for the development of industrial training programs within their respective plants stands out in bold relief, together with the conviction that in-plant training programs should be closely correlated with the existing educational facilities of the state.

We would strongly urge the immediate development by industrial management of Employee Training Conferences in the important cities of the state, to be operated on a small group basis to develop plant needs for in-plant training. We would also urge the utilization of training experts from the State Vocational Schools, the Federal Apprenticeship Committee, and from the Training-Within-Industry Division of the OPM to meet the needs developed in such Conferences.

Employment of Women

We strongly urge a thorough study by the management of every Defense plant to discover every possible operation and job in which women might be employed; and in this respect, don't be hampered in your analysis by precedent or prejudice. Every training facility in the state is ready and waiting to turn more of its efforts to the training of women.

The management of every plant should designate one man as responsible for a full understanding of such Defense training facilities, and I would add further that this Committee, through the courtesy of the Connecticut District Office of the Training-Within-Industry Division of the OPM, now has in works a comprehensive Defense Training Guide describing all such programs in the state. We suggest you place your order immediately for a copy of this Guide as soon as it comes

off the press. They will be made available through the Manufacturers Association.

Adapting Connecticut's Labor

The recent findings of Committee No. 2, Adaptation of Connecticut Labor Needs, were reported by its vice-chairman, Albert F. Snyder, industrial relations manager, Winchester Repeating Arms, New Haven:

A recent check by the State Employment Service of only 306 Connecticut employers indicated a demand for 21,000 additional workers between October 1 and December 1. If our Defense industries are forced onto a three-shift, seven-day schedule, Connecticut will need 80,000 additional workers by March 1, 1942. Of course, priorities will affect some industries seriously, but not to the extent of making 80,000, or even 20,000 workers available for defense industries.

(At this point Robert Blake, president, Elm City Rubber Co., New Haven, was called on for information on the matter of draft deferments as a source of labor supply. Mr. Blake said that about 75% of the state's 229,000 registrants had been given a IIIA classification. He thought many of the 1A men could be saved for Defense industries.)

We also found that the WPA was being combed down very rapidly, with less than 2500 supposedly available in the entire state for private industry. The NYA cannot be considered an important source of supply. The NYA is having great difficulty getting boys, and when they do get them, the turnover is extremely high and rapid. In other words, desirable boys over 18 years old are not having any difficulty in getting regular jobs.

The NYA, however, is doing a good job in using several of its centers as residential clearing centers. That is, boys carefully selected by the NYA in New York City are housed and cared for for the brief time it takes to place them in industry. Over 300 have gone through Nepaug in this manner. This use of NYA facilities was originated in Connecticut and approved by Washington.

The CCC offers an excellent, but very limited supply. It does not actively recruit boys for its camps and has followed a policy of reducing the

number of camps. There were, at one time, 22 CCC camps in Connecticut, but now there are only 3, with a total enrollment of only 200 boys.

Approximately 16,000 boys and girls graduated from high school and college in June, of which 7400 were boys. Over 80% of the total registered with the State Employment Service. About 25% had already been earmarked for specific employers, even before their graduation. Practically all except the sixteen and seventeen-year-old youngsters were placed immediately. As for the college group, that was a very limited pool. Many, of course, come from other states and, in the majority of cases, they want to continue work along the lines of their studies.

This Committee considers women as the only sizeable source of supply; and yet, many manufacturers do not seem inclined to recognize this fact or to take definite steps to analyze their own plant operations to see where women can be used. It is a recognized fact that the women who are available for industry are of a much higher caliber than the men who are now available. We were interested to find that the New Haven and Bridgeport schools have trained an initial group of over 200 women and that most of them have already been placed.

We found, in 38 companies, with over 90,000 employees, that only 10 of the companies were using women on jobs formerly done by men. In some of these plants, it has been a gradual process, and not brought about just by the present situation.

Out of State Labor

The next report, from Committee No. 3, Labor From Out of State, was presented by Chairman Fred S. Sparrow, personnel manager, New Departure Division of General Motors, Meriden:

Figures show about one in five of the out-of-state unemployed has had training or previous experience. The phrase "industrial tourist" describes ably many out-of-state workers coming to Connecticut. Uncontrolled and undirected flow of labor into the state tends to retard our own placements of available help first—thus lessening our opportunity of reducing our relief rolls, and adding to our already shortage of housing facilities.

If we Connecticut manufacturers will give the State Employment Service requests for our present and near

future labor needs as well as our separations, they are in a position to draw labor from most any part of the state or near-by states if there is a shortage here, and further contact through the National Employment Service. Many of our manufacturers in the state are already using this service for all hiring, and a number of others partly, and our opinion is that more will be using our State Employment Service as time goes on.

Intra-state Migration

Dr. Millicent Pond, employment manager of Scovill Manufacturing Co., Waterbury, told about the problem of intra-state migratory labor, as chairman of Committee No. 4:

We accepted the existence of a considerable amount of labor movement within the State at the present time, from the reports of the State Employment Office, and from our own experience, and did not seek other statistics. We concluded that this movement is attributable to the spread of public information concerning increased employment opportunities in the industrial areas of Connecticut, and that a major part of it is initiated by employed or unemployed job-seekers, rather than by any active solicitation on the part of employers.

The committee felt that a part of this migration is socially wasteful, since larger numbers of unselected applicants attempt to migrate than can be absorbed, disappointments are inevitable, and costs mount up. On the other hand, to the worker who succeeds in securing work or improving his status by migration, and to the employer who finds a good supply of applicants at hand when he needs them, there are distinct advantages in the free movement of labor.

Our committee's first recommendations were:

1) That employers utilize the facilities of the State Employment Service to the fullest extent possible, and that applicants be urged to register at their local State Employment Office.

2) That employers use adequate standards of job evaluation and personnel ratings within their own plants, accompanied by conscientious upgrading and promotion of employees, and that working conditions in general receive increased attention.

3) That employers give special attention to providing ways in which individual employees now on their

payrolls may express to them, that is to their own employers, their desires for transfer, training, promotion, or specific changes in working conditions.

For the prevention of "labor stealing" Dr. Pond recommended adoption of the following complete code:

I. New employees should be taken to the fullest extent possible from the ranks of the unemployed.

II. Employers should refrain from soliciting application from specific employees of other companies, and all advertising for help should be done through the State Employment Service.

III. No employee should be censured for trying to place himself in work which utilizes his best capacities.

STATEMENT OF THE OWNERSHIP, MANAGEMENT, CIRCULATION, ETC., REQUIRED BY THE ACT OF CONGRESS OF AUGUST 24, 1912, OF CONNECTICUT INDUSTRY, published monthly at Hartford, Conn., October 1, 1941.

STATE OF CONNECTICUT
COUNTY OF HARTFORD ss.

Before me, a Notary Public in and for the State and County aforesaid, personally appeared L. M. Bingham, who, having been duly sworn according to law, deposes and says that he is the Editor of the CONNECTICUT INDUSTRY and that the following is, to the best of his knowledge and belief, a true statement of the ownership, management, etc. of the aforesaid publication for the date shown in the above caption, required by the Act of August 24, 1912, embodied in section 411, Postal Laws and Regulations, printed on the reverse of this form to wit:

1. That the names and addresses of the publisher, editor, managing editor, and business managers are:

Editor L. M. BINGHAM
Publisher MANUFACTURERS' ASSOC. OF CONN.
Managing Editor C. L. EVANSON

2. That the owner is the Manufacturers' Association of Connecticut, officers of which are as follows:

JOHN H. GOSS, President, 70 Hillside Ave., Waterbury, Conn.

HAROLD D. FAIRWEATHER, Treas., 28 Vanderbilt Road, West Hartford, Conn.

C. L. EVANSON, Sec. & Asst. Treas., 16 Chelsea Lane, West Hartford.

3. That the known bondholders, mortgagees, and other security holders owning or holding 1 per cent or more of total amount of bonds, mortgages, or other securities are: None.

4. That the two paragraphs next above, giving the names of the owners, stockholders, and security holders, if any, contain not only the list of stockholders and security holders as they appear upon the books of the company but also, in cases where the stockholder or security holder appears upon the books of the company as trustee or in any other fiduciary relation, the name of the person or corporation for whom such trustee is acting, is given; also that the said two paragraphs contain statements embracing affiant's full knowledge and belief as to the circumstances and conditions under which stockholders and security holders who do not appear upon the books of the company as trustees, hold stock and securities in a capacity other than that of a bona fide owner; and this affiant has no reason to believe that any other person, association or corporation has any interest direct or indirect in the said stock, bonds, and other securities than as so stated by him.

L. M. BINGHAM,
Editor.

Sworn to and subscribed before me this 1st day of October, 1941.

M. T. Montgomery, Notary Public.
My commission expires Feb. 1, 1945.

An employee of one company should not be required to terminate his employment before seeking work with another company.

IV. When an employee of one company applies to another company for work, the first employer should be given an opportunity to interview his employee before final commitments are made. The second employer may interview him fully, however, and may tell him what the opportunities are in the second organization.

V. The first employer should consider this interview an opportunity to reawaken the interest of the employee in his organization.

VI. Great care should be taken by personnel departments in the evaluation of all factors when a change of employers is involved, including not only wages, but work security, progress, and the possibility of a mistaken appraisal of the applicant's qualifications.

Race and Other Problems

The report of the last sub-committee, on Employment Problems Concerning Race, Nationality & Physically Handicapped, was made by Chairman John Williams, industrial relations manager of Yale & Towne in Stamford:

Because of the Axis tie-up, those of German birth or origin as well as those with similar Italian connections presented a problem. Right or wrong, these persons were under a cloud of suspicion. Up to the present, I believe we are justified in saying that neither of these national groups has caused any real alarm—speaking generally, they seem to be in line with American objectives in the present emergency.

Concrete proof of discrimination is not easy to establish. Rarely will any employer admit guilt in that connection. We know, however, that wilful or sub-conscious prejudice does enter the employment field. We also know that certain pressure groups, to serve their own selfish interests, charge discrimination without any factual basis for such charge. In my judgment, this is true so far as Connecticut industries are concerned with particular reference to the colored race: and official figures are available to sustain this view. Federal figures on the placement of negroes in Connecticut, from January 1st to July 11, 1941, indicate an increase of 191.8% over the corres-

ponding period in 1940. In this respect, our State is far ahead of the other States.

Last speaker on the program was Major Leonard J. Maloney, director of the State Employment Service. Because of its many pioneering activities the Major referred to his organization as "a guinea pig" in the eyes of Washington authorities, from which much can be learned for application elsewhere. He insisted, nevertheless, there was still need for better organization of the state's labor supply.

He estimated that the maximum number which would be thrown into the labor market as a result of job dislocations through priorities was 60,000, whereas 80,000 was the estimated requirement at present. Under the contemplated 50 billion dollar Defense budget, he added, the present training programs within and without industry were "inadequate". Mentioning the training program recently started for women, he asserted: "You are going to have to use women and might just as well be thinking about it now."

PRIORITIES

(Continued from page 10)

O.P.M. office recently established in Hartford. The Priorities Division under the direction of Mr. Howard, who is here today, and the Division of Contract Distribution are working closely together to give the best possible service to Connecticut manufacturers.

"We have one objective—to aid in speeding Defense by helping as many firms get into Defense work as possible. The Contract Division does not make purchases or place orders. That is the function of the armed services. Our task is on the one hand to determine from the services as far ahead as possible what they are going to buy and on the other hand to find idle or prospectively idle plant and machine tools to make it.

"We are a trouble shooting organization for the armed services and manufacturers—and from my first few weeks in office, I don't mind telling you that we appreciate the many difficulties that exist and the tough assignment we have undertaken.

"Today with the sharp impact of priorities, plants that have been producing for civilian life heretofore find

themselves suddenly faced with the necessity of shifting over to Defense production or of stopping operations altogether. We do not expect that we can do the impossible, for there may be some factories facing material shortages that cannot be converted to Defense production.

Subcontracting

"During my short experience in the contract distribution field, I have learned that sub-contracting by manufacturers having government contracts is not entirely a one-sided arrangement, but that on the contrary this practice wherever possible should be followed by the large manufacturers, if only for selfish reasons. The record shows that except in rare cases the plant with less than one hundred employees has not been able to obtain a prime contract. Yet these plants employ a very large percentage of our people and form an important part of our peacetime economy. Unless prime contractors take an interest in these small fellows and farm out some work to them, the priorities or allocation system, unless relaxed, will force them out of business. They will thus become a burden upon the large industry which will be compelled to assume the taxes and other expenses, including unemployment, that result from these casualties.

"The main job of our staff, as I conceive it, is to arrange contracts between prime and potential sub-contractors. (These have sometimes been referred to as "marriages"). Obviously we cannot succeed unless those holding government contracts cooperate. And this does not mean that business will be handed out on a silver platter, for as yet we have learned of no short cut in obtaining either prime or sub-contract work. It must be sought, at least as aggressively, as commercial work. We can start some balls rolling but we cannot act as sales and promotional managers for the 3,000 manufacturers in the State.

"In our organization, which at the present time is very small, you will find one thing—all our men have had manufacturing experience. They know tools and machinery.

"There is no use talking about what has or has not been done in the past. Let's forget such slogans as 'sub-contractor today—competitor tomorrow'. We have a national emergency on our hands and the war will be won through the efforts of American industry."

Priorities Field Service

Mr. Homans spoke, in part, as follows:

"In the northeastern area there are seven district offices of the Priorities Field Service. The most recent one is the one established in Connecticut, which is in charge of Mr. Edwin L. Howard. They will grow as fast as we can train men and will become as large as the State of Connecticut needs.

"We are essentially a service organization. We have taken the attitude that we are your servants. We have taken just as much interest in the person who is filling essentially civilian needs as we have the person filling Defense needs. We figured out that civilian needs should be taken care of because otherwise one couldn't keep up the morale of the people. We work in close cooperation with the Contract Distribution Service. I have sometimes pleaded with Washington for materials for an industry which we know wouldn't have been permitted to exist on the lines existing at that time when materials got tighter.

"The priorities system has developed into a pattern—a perfectly clear one. Whenever I see a new order now I can scrap ninety per cent of it—I know it follows a certain pattern. I look for the exceptions to the pattern. In explaining this pattern, one might use the form of a tree. The M orders—material orders—form the roots of the tree. They really control the life of the tree. And then going up the trunk of the tree, you see all the branches—the PD-1's, 2's, PD-1-c's etc., all identifying certain contracts which have been placed. There are the other larger blanket orders, which identify an industry or plant, which now run up to P-75. More and more people are coming under blanket orders. Those blanket orders are all for either purely Defense products or to meet essential civilian needs.

"You have your M orders, P orders, five lowest PD forms and then you have PD forms which are used for making application for allocation or forms of reports against P orders, and then you have the more recent L orders, Limitation Orders. Those will grow also. One can't tell when an L order will come out and affect your business. It is important to anticipate and think ahead. There are two E orders, which are only interesting to machine tools and small tools manufacturers. Recently they got out an S

order, Suspension Order. There is only one issued so far—the Aluminum Foundry out in Illinois, which just ran against all priorities regulations. There will be more of those also. Compliance clauses are increasing, but increasing for the protection of people who are trying to conform to the priorities system. There is Form PD-1. You can describe this as the American right to appeal as given in the Bill of Rights. If there is a good enough case and there is enough material you may get a preference rating.

"Just a word about the OPM set-up in Washington, particularly the Priorities Division. I think that anyone who has been down there, particularly within the last six weeks, finds a very cooperative group of men. Things have been sub-divided to such an extent now; they have so many specialists, that you actually can find in a very few minutes the very person to discuss your particular problem."

A War of Metals

Dr. Woodward told the members, in part: "The war which we passed through approximately twenty-five years ago was described as a war of chemistry. The present war is described as a war of metallurgy. The side which has the greatest resources of metals and makes the wisest use of those metals is probably the side that will come out on top.

"If we are to make greatest and most economic uses of these metals we are going to run into shortages of certain metals. We have all experienced these shortages. There are shortages of practically every commodity that can be considered as raw materials. There is even a shortage of water. The only material that we don't have a shortage of is air—particularly the warmer variety.

"Things have changed so, materials which we didn't consider strategic in the last war are important now. Materials such as nickel, copper and aluminum are produced in enormous quantities and these are the very materials that are giving us the trouble.

"The American Society of Metals, which I am representing today, is a national organization with headquarters in Cleveland. It operates through local chapters in industrial centers of the country. We have in Connecticut two local chapters; one in Hartford serving the northeastern part of the state and one in New Haven, serving the southern part of the state. The Hartford

chapter has the means of being of service to industry in the recently organized Emergency Materials Committee. As far as we know, this is the first such committee formed throughout the national society. The function of the committee, as its name implies, is to endeavor to assist any manufacturers in our locality, whether members of the society or not, to select and use substitute materials.

"Quite often substitutes for materials are easy to make but one must change manufacturing processes to use them. Manufacturing requirements must be considered. Our committee is not endeavoring to secure these materials for you or interpret any of the various priorities regulations. This service is being performed by other gentlemen. We are restricting ourselves to the metals alone. We do have to, in making a selection of materials, keep in mind the fact that any substitute materials which may be selected may not be readily secured in the future. Larger companies probably are able to determine readily what substitutes should be but small concerns do not have such facilities. It is for that class of manufacturer particularly that we do want to be of some assistance. If any of you can direct any of these concerns who are having difficulty to us, we shall do all we can to help them."

Contract Procedure Division

Mr. Gerhart spoke, in part, as follows:

"We are busy trying to furnish the names and addresses of procurement offices. It is the function of the priorities people to furnish you with a stock of goods. We can not consider ourselves opposed to the priorities people. For a considerable period after Defense had begun, there was no central point where a businessman might find out about his assignment. The Defense Contract Service was organized, grew to a Bureau, then grew to a Division. And on September 8 Mr. Odum took over the Contract Distribution Division. He began work under the direction of an executive order, which requested the cooperation of the armed services.

"Contracts will be distributed. They must continue to be distributed. We can not stand the economic effect of failing businesses while others continue to operate at normal or better than normal conditions. I can't state too strongly the real understanding there is at Washington of the situation."

BANQUET SESSION:

COMMON SENSE AND THE FACTS

Excerpts from Address by Walter D. Fuller.

STRIKES cost 24,284,981 man-days of Defense effort during the first fifteen months of the Defense program. We may be sure that is not an overestimate. It is the official count of Madam Perkins' Labor Department.

From July 1, 1940 to October 1 of this year, 1,960,331 Defense workers were involved in strikes.

Is that many strikers?

On October 1 our entire military force, officers and men, volunteers and selectees, numbered fewer than that—only 1,582,000 men.

Time lost in Defense strikes would have built 10,000 pursuit planes, with enough left over for three good-sized warships.

Our Army's recent maneuvers suffered from lack of planes. What if we were in battle? We still do not have a two-ocean Navy.

Strikes! What causes them? Only one thing.

That is the government's Casper Milquetoast attitude toward the strike problem.

How the unions act is the government's responsibility, since the government built them up.

Let me say this: If the United States is not strong enough to lick Lewis, we'd better lay off Hitler.

Early in the history of our labor government's labor policy, the National Association of Manufacturers pointed out that if it continued, it would mean a Fascist "Labor Front" set-up in the end.

Now the A. F. of L. has come to the same realization. So the A. F. of L. representatives on the Mediation Board went against Lewis in his demand for a closed shop to be imposed on the so-called captive coal mines by government decree.

An equally direct road to Fascism is the establishment of the European cartel in industry. Ask Italy. Ask Germany.

Yet the most vocal proponent of the cartelization of American industry is, curiously, the Chairman of the National Defense Mediation Board.



THE TWO FULLERS stand side by side, one, Walter D. Fuller (left), head of the National Association of Manufacturers; the other, Alfred C. Fuller, newly-chosen head of the Connecticut Association.

The November issue of the Survey Graphic is a round-up Defense number. The paper contributed by the Mediation Board's Chairman Davis is printed in the leading position. If there has been any doubt before as to his plans for the revolution of industry, there need be no more. He makes his position precisely clear.

"What do I have in mind?" he says. "It is, very simply, this: a state of industrial relations where contracts are negotiated on wages, hours, and working conditions between management organized on an industry-wide basis, and unions, strong unions, also organized on an industry-wide basis."

The Mediation Board appears at the moment to be the supreme court of Defense labor relations. Up to now its method has been simple. It has found substantially for the striking union in each dispute, and if the employer is not satisfied, he can yield or be struck off the government rolls of firms permitted to work on Defense. That is what happened to the Lincoln Textile Mills, for instance.

Let's ignore for the moment jurisdictional strikes, and strikes caused by CIO and AFL rivalry. Months ago Mr. Knudsen called them stupid. They are worse than that. They are sabotage.

But the burning issue is the closed shop. Or the modification of the closed shop, called "union maintenance."

Impartiality is a necessity of mediation, if the Mediation Board can serve its proper function.

How impartial is Chairman Davis of the Mediation Board on that question?

He not only heads the Board; he is there in the guise of an impartial public representative.

A week ago he told the newspapers where his prejudices lie.

He said that it is management's duty to encourage the unions.

He said that all labor relations in this country should develop into a system of "unions negotiating with intelligent, well-trained supervisory staffs of employers, from foremen to top management."

Obviously Mr. Davis' notion of "intelligent" management is management

which begs for a closed union shop. Industry, he said, should encourage unionism in return for continuity of production.

By a curious coincidence Mr. Davis's recommendations were strikingly similar to those offered to America a week earlier by a group of British experts, according to a report in the New York Times.

The Britishers informed Messrs. Knudsen and Hillman, the New York Times said, that American industrial management should be required "to enter upon collective bargaining with a true spirit of cooperation"—I am sure that you will find the kinship of that language with Mr. Davis's "eager enthusiasm" to be noteworthy—"a true spirit of cooperation, accepting the premise that labor has every right not only to organize"—and here the British advisors go further than Mr. Davis thus far has followed—"every right not only to organize, but to participate in development of policies with respect to wages and working schedule; and permitting management, anti-trust laws notwithstanding, to join forces in each industry and authorize spokesmen to make binding agreements for whole industries."

"Some of this country's top flight industrial companies," that paper reported them as saying, "are directed by men with an appalling degree of reactionary thinking."

Mr. Davis's plea for what he calls "mature labor relations" may have been born from his study of labor relations there. But the closed shop is not a British institution. And the British labor movement includes no George Scalises, Brownes, Willie Bioffs, or similar union bosses with which management must contend.

But whatever internal conditions are in Great Britain, this country's internal relations are her own.

His Proposals

Here is the way I think that order can be brought out of the present labor chaos.

1. I suggest Congress be asked for a resolution declaring that strikes directed to coerce workers, such as strikes for the closed shop and check-off or similar issues, are against public interest.

2. I suggest Congress be asked for a resolution denouncing jurisdictional strikes, as against the public interest, because they constitute an attempt to force innocent bystanders; the public

ECONOMIC RECONSTRUCTION AFTER THE WAR

Excerpts from Address of Douglas Miller.



EVERYONE is agreed upon the urgency and importance of post-war reorganization. It is quite clear that we cannot merely drift and allow natural forces to carry us along. The policy of laissez faire has its strong points, but its operation is too slow to suit the tempo of the twentieth century. People are simply not willing to wait. They are going to want results and want them in a hurry. The policy of laissez faire postulates the operation of natural forces without government interference. But government has already interfered. All governments have been diverting natural economic forces to their own special ends. After the war, we shall be right in the midst of a highly complex pattern of government control. It is simply impossible to believe that these controls might all be scrapped, either simultaneously or on some staggered basis. Many of these

controls represent the political demands of the great mass of voters who could never be educated in time, to abandon their pet political and economic objectives.

As an example, let us take price fixing. It is clearly impossible to see the postwar world without certain government controls over prices. We have already had it for a long time in railroad freight rates, in wage agreements, in the field of farm legislation.

May we not be able to divorce our future planning from some of its unpleasant features? We might do this by breaking our economic planning down into three different types.

First of all, there is overhead national economic planning. Obviously this is a function of government. If the government turns such a function over to other groups, either by design or by default, those other groups become the de facto government, as sometimes happens in totalitarian states where the dominant party is even more significant in controlling the life of the nation than government channels themselves. National planning smacks of dictatorship. It reminds us too much of all that we are fighting. We are determined as Americans to live in freedom, to avoid regimentation wherever possible. We prefer to restrict national overhead planning to as few aspects of our life as possible. Of course, some-

(Concluded on page 19)

and the employers—to further the vested interests of a professional labor organizer at the expense of men willing and able to work.

3. I suggest Congress be asked to amend the Wagner Act to withdraw its benefits from any union engaging in a strike which has been declared against the public interest.

4. I suggest that Congress require the proper public accounting of all associations, unions etc., whether their members consist of employers or employees.

5. I suggest that a majority vote, by secret ballot under government supervision be required before any strike is recognized as being legal.

6. I suggest that the President instruct the various Mediation and labor boards, conciliation services, etc., to

announce, as a matter of fixed policy—that such boards and services would refuse to recommend in favor of a union, or even to recommend a compromise with it, when the union's demand was an objective declared by Congress to be against the public interest.

If we strip away the confusion that besets us we find that we have two major problems to solve.

These two problems are the defense of the American way of living against totalitarian aggression from abroad, and the defense of our democracy and our economy from transgressors at home.

This is no time to be supine. We should betray our trust if we were to accept with pleasant acquiescence any unnecessary government controls.

THE HEALTH SIDE OF DEFENSE

II

Dermatitis from Cutting Oils

By DR. CRIT PHARRIS, *Industrial Hygiene Physician, Bureau of Industrial Hygiene, Connecticut Department of Health.*

DERMATITIS from cutting oils represents the most frequently encountered and most troublesome type of occupational disease which is experienced by the industries using cutting oils extensively. This disorder never causes death, nor does it usually result in disability for prolonged periods of time. But when oil dermatitis is considered from the standpoint of its prevalence, the temporary disability caused, the anxiety created in the minds of workmen, and the interruption of production, there is no occupational disorder which is equally troublesome to those employed in the machining and cutting of metals by machine tools. The present National Defense industrial program is plagued by oil dermatitis to an extent never experienced before. This problem is of sufficient importance today to justify the best efforts which can be put forth to control it.

The factors and circumstances which give rise to, and influence, the subsequent course of cutting oil dermatitis are complex and numerous. Fortunately, or unfortunately, depending upon which point of view is the more comforting, this type of occupational disease usually is more equally chargeable to negligence on the part of labor and industry than any other physical disorder commonly found. Exception may be made to this statement concerning some types of dermatitis produced by oil which will be dealt with subsequently. For the time being, it is well that this point be analyzed with the admission that exceptions to the statement are the exception rather than the rule.

Notwithstanding the foregoing statements concerning its importance and despite some opinions to the contrary, it is true that the problem of cutting oil dermatitis is overrated. To some workers in oily occupations all skin lesions, of whatever type and severity, are due to contact with oil, while to some plant officials none of the skin disorders experienced is thus pro-

duced, or they are due entirely to poor hygienic and preventive measures practiced by the workers. While such conflicting opinions are in the minority, they exist and must be dealt with along with the overwhelming desire on the part of industry and labor to get to the bottom of the situation, regardless of who is at fault or what must be done to prevent the trouble from occurring.

This is the second in a series on industrial health problems affecting the maintenance and acceleration of Defense production. Last month's article stated the general situation both in the U. S. and in Connecticut. The next article will discuss the subject of dusts in industry.

The course of effort which would seem to promise the greatest measure of success in this direction involves a critical analysis of the factors responsible for oil dermatitis and of the steps which should be taken to control the problem.

At the outset of such an analysis, certain questions present themselves, and the answers will contain all of the information and suggestions necessary for the effective control of oil dermatitis. These questions are: What is cutting oil? How and to what extent may cutting oil affect workers? What types of skin disorders are caused by cutting oils? And how can cutting oil dermatitis be prevented?

Composition of Cutting Oils

Generally speaking, cutting oils may be divided into two groups; the soluble and insoluble. The soluble type usually contains mineral oil (paraffin or naphthenic types), soaps (sodium or potassium salts, fatty acids, sulphonic acids, etc.) and volatile matter (alcohol, glycol, phenol, benzene, cresol, etc.). Mineral oil is the principal ingredient, and the proportion of this and the other materials varies considerably depending upon individual job requirements. The function of the soluble oil is to cool

cutting tools and to serve as a lubricant. The oil is diluted with water in varying proportions and is caused to flow continuously over the cutting operation. Inhibitors (phenolic amines, etc.) may be added to prevent the oil from becoming rancid.

Insoluble oils in general use today consist essentially of mineral oil (paraffin or naphthenic type), fatty oil (oleic acid, lard oil, fish oils, vegetable oils, etc.), petroleum, sulphur, inhibitors, etc. The ingredients vary somewhat with different brands of oil and in order to meet different requirements. They are used as lubricants and to permit proper cutting of tough steels at high speed. Petroleum is frequently substituted for fatty acids, in order to offset their higher cost and tendency to become rancid.

COVER

Pictured on this month's cover is the modern and complete medical room which the Ensign-Bickford Company has provided for the 350 employees of its Simsbury plant. This particular room has been in use some 20 years, although the Company had first-aid facilities as far back as 1914.

The medical services which Ensign-Bickford provides in the double interest of employee health and uninterrupted production include a physician, who comes in five mornings a week and is otherwise on call; a nurse as assistant, loaned by the local Visiting Nurse Association; a clinic for employees and members of their immediate families which offers medical advice, diagnosis of simple ailments and some preventive treatment. The majority of key men has been trained in first-aid work, so that some one in every department is prepared to handle an emergency accident or injury. In addition to pre-employment examinations, the company requires those employees who have been absent more than one week to be reexamined before returning to work. In charge of Ensign-Bickford's medical program is J. E. Ellsworth, treasurer. Associated with him is Garland C. Martin, superintendent of standards and employee relations.

How Oils Affect Workers

Workers using cutting oils in the course of their regular duties find it almost impossible to avoid direct bodily contacts with them. The nature and extent of such contacts vary, but usually the hands and arms and sometimes the face, legs and other parts of the body are involved. As a result of this almost constant exposure to cutting oils, the worker may be affected to different degrees, depending upon the type and condition of the oil encountered, extent of the contact, special factors of allergy and hypersensitivity, and personal hygienic practices.

The harmful properties of cutting oils are governed by the types and concentrations of the various ingredients, and by the manner in which the oil is handled and safeguarded. Petroleum oils have the property of removing fat from the skin. All oils can plug up the pores of the skin and in one way or another interfere with the function of these pores. The animal and vegetable oils frequently become rancid and are particularly apt to irritate or sensitize the skin. Other materials such as the phenols and cresols and other inhibitors may, if present in sufficient amounts, cause primary irritation or act as sensitizers and cause allergic eczemas. Excessive amounts of disinfectants added to the oil for the purpose of preventing bacterial contamination have been known to cause skin irritation. Cutting oils, after being used, contain small particles of metal which may cause abrasions and irritation of the skin.

The role of bacterial contamination of oil in occupational skin disorders has been greatly exaggerated. Some oils containing vegetable and animal materials may support bacterial life and even permit bacterial growth. Such contaminated oils may be sources of danger, and data are available to show that cases of folliculitis and furunculosis (boils) have been produced by contact with such oils. Insoluble cutting oils usually will not support bacterial life for any considerable period of time or permit bacterial growth. These oils contain large percentages of petroleum oil together with inhibitors and other materials which have antiseptic properties. A large majority of the cases of folliculitis attributed to bacterially contaminated oil is, in reality, due to secondary infection by bacteria from the skin of the workers.

Skin Disorders Caused by Oils

Folliculitis is the most common type of skin disorder found in workers exposed to cutting oils. This condition, resulting from the plugging of pores of the skin by oil, is characterized by pimples which usually contain small amounts of pus. These lesions are found on hairy surfaces, usually hands, forearms and thighs, where contact with oil most often occurs. Folliculitis is not a condition peculiar to the action of cutting oils. It is due primarily to grease, dirt, abrasions, friction and poor personal hygiene. Workers subjected to these conditions may develop folliculitis, even though no cutting oils are encountered. Skin surfaces which have had the natural fats removed by the cutting oils are more vulnerable to infection by pyogenic bacteria than are normal skins, and consequently small pimples or boils may result, particularly where personal hygienic practices of workers are faulty. Comedones or "blackheads" are also frequently found on the surfaces of the body exposed to oil. They are produced by the blocking of the pores by oil. This condition is very often found prior to, or concurrently with, folliculitis.

Irritation of the skin may result from exposure to cutting oils containing high percentages of chemicals such as certain types of disinfectants or inhibitors. Soluble oils containing high percentages of animal or vegetable oils may become rancid and consequently cause irritation. When the oil becomes definitely acid or alkaline in reaction, with pH ranges below 4.5 or above 9.5, caustic or acid irritation may result. Under such conditions the skin becomes red and subsequently fissured and sore, or even more seriously affected, depending upon the degree of irritation produced.

A very small percentage of workers may be hypersensitive or allergic to certain materials in cutting oils, such as animal or vegetable oils, inhibitors, or disinfectants. This condition is characterized by an eczematous type of inflammation usually involving the parts of the body directly encountering the cutting oil. Allergic eczema is the least frequent type of cutting oil dermatitis. Other types of skin disorders, such as cancer and wart-like new growths, are sometimes met with but not frequently.

Many skin disorders found among workers exposed to cutting oils are not due to the oil but to various non-occupational conditions. Poison ivy fre-

quently is attributed to cutting oils. Strong soaps, solvents and other materials used by workers to clean oil from their hands have often been responsible for skin irritations which have been mistakenly attributed to cutting oil. These conditions may be aggravated or prevented from healing promptly by cutting oils.

Contrary to popular opinion, boils are seldom caused by bacteria in cutting oils, but rather by secondary infection of irritated and broken skin by bacteria normally found on the skin. Both the United States Public Health Service and the Connecticut Department of Health have examined numerous samples of oil used by workers suffering with folliculitis and boils without finding any significant number to be contaminated with pyogenic (pus-forming) bacteria. Some cases undoubtedly are due to bacteria-laden oils, however, and culturing of the oils to decide this question is usually indicated.

Preventing Oil Dermatitis

Efforts to prevent cutting oil dermatitis must embrace all factors and circumstances which may have etiological relationships to the disease. Adequate knowledge concerning the oil, the man, and the conditions under which the man comes in contact with the oil will permit the proper handling of a large majority of the cases. Medical treatment of the case and the use of specific preventive measures require definite knowledge and experience. Consequently, these matters best can be dealt with by doctors and by control chemists and engineers. Indiscriminate use of preventive and treatment remedies by untrained people may produce unsatisfactory results and contribute further to the misunderstanding and distrust of such remedies.

The type of oil dermatitis present usually will suggest the source of trouble to the experienced investigator. The early irritations are for the most part due to the effect of strongly acid or alkaline oils plus the influence of friction. In such instances, analysis of the oil to determine its ingredients and determination of the pH are desirable. Under these circumstances, the oil will probably be found to contain irritating materials in harmful proportions or to be too acid or alkaline in reaction. Corrective steps will involve changes in the composition and reaction of the oil to remove the irritative properties.

In dealing with the allergic eczemas, it is necessary to know what is causing

the trouble. This may be done by patch testing the worker by physicians with the oil and later, in case of a positive test, with the various ingredients in order to determine what the man is hypersensitive to. Such harmful ingredients should be removed from the oil or the man should be transferred to another job not involving contact with this particular oil.

Oil folliculitis is most often due to to errors in personal and plant hygiene. The trouble can be eliminated when such errors are corrected. If found to be contaminated, the oil should be sterilized, but only a very small percentage of cases are actually due to such contamination. The observance of proper sanitary practices imposes definite responsibilities upon both industry and labor. Industry should see that proper steps are taken to keep the oils clean, non-irritating and as free from abrasive particles as possible. Systems for recirculation, filtration and sterilization of oil are beneficial. The oil should be checked from time to time to be sure that it does not become rancid or irritating.

Washing facilities for workers should receive much more attention than is the common practice in industry today. A majority of plants provides showers of some sort, and practically all of them furnish lavatories where workers can wash. But in a majority of plants these facilities are still inadequate. Each plant with a cutting oil dermatitis problem, either actual or potential, should provide washing facilities adequate to take care of rush periods, together with soap, towels, lockers and clean quarters.

Furthermore, definite educational programs should be carried out for the purpose of convincing workers that it is essential for them to wash thoroughly after working with cutting oil all day. Many workers do not wash up properly at the end of the shift, and some of them do not take full baths and change to clean clothes oftener than once or twice per week. When employees fully appreciate and respect the fact that thorough personal hygienic practices are essential to their physical welfare, oil folliculitis will cease to become anything like the problem that it is today.

Other measures which may be of value in fighting oil dermatitis include proper pre-employment physical examinations for the purpose of insuring that prospective employees with skin disorders which would be aggravated by oil or make them more likely to de-

velop dermatitis, are not placed on jobs involving contact with cutting oil. Generally speaking, people with heavy growths of hair and oily skins are more likely to develop folliculitis than are other people. Blonds, with thin soft skins, are more susceptible to irritation by cutting oils than darker workers with thicker skin. These and other factors should be taken into consideration by plant physicians when the worker is being examined prior to employment on an oily job.

Effort was not made to discuss in detail here all of the circumstances involved in the problem of cutting oil dermatitis. It is hoped, however, that some of the more important points have been covered in a manner that will be helpful to both industry and labor. Many of the problems are of such nature as to require careful study and the application of special control measures. It is felt that both industry and labor are interested in such service, which is readily available. Physicians, possessing special knowledge of oil dermatitis, can be employed to diagnose the disorders, suggest control measures and treat the victims. The Bureau of Industrial Hygiene of the State Department of Health also is in a position to furnish medical, engineering and chemical service for the purpose of determining the nature and extent of such problems and for outlining control measures. More utilization of all these various services and the development of better cooperative effort should be effective enough to make oil dermatitis cease to be a serious health and financial problem in Connecticut industry.

References: *Schwartz, Louis and Tulipan*, "A textbook of Occupational Diseases of the Skin". Lea & Febiger, Philadelphia, 1939. *Schwartz, Louis*, "Dermatitis from Cutting Oils," Public Health Reports, October 3, 1941.

RECONSTRUCTION

(Continued from page 16)

body in Washington has to decide the color of our postage stamps; our police must wear uniforms; we must continue to buy government supplies on the basis of standard specifications. In items as these, we have always had government planning, and we cannot get away from it now.

In the United States we are peculiarly fortunate in possessing a wide

range of private institutions which can help do our thinking and planning for us. Our great charitable, educational, and scientific foundations; our universities; our academic, scientific and professional systems; our trade associations; trade unions; farm organizations—all are equipped to aid in working out postwar economy. Institutional planning then is a peculiarly American phenomenon.

Finally, there is the third type of planning which I will call local planning. This can probably never be so thoroughly organized as other types. It will deal with individual situations rather than national ones. It will call upon the patriotic leadership of good citizens in every community. It is indispensable if we are going to make any real progress. Local planning cannot be completely planned, it must grow. We may induce it; we may stimulate it by example, but it must come from the hearts and lives of the American people. With these three types of planning combined in some sort of a harmonious whole, we will have to attack postwar problems.

The next aspect of our postwar economy on which we should attain general agreement if we haven't secured it already is the fact that our postwar economic problems will be world-wide and must be handled on a world-wide scale. If there is any one place at which we must have a break with some of our traditional thinking, it is here. It was precisely at this point that we failed to achieve any permanent gain from our experiences in the First World War.

In attacking problems of the postwar world, we must retain those old American virtues of individuality, enterprise and thrift. We must maintain our standards of political and economic morality. We cannot retreat from the high levels of social justice and human rights which we have achieved in recent years. But at the same time we must lay increased emphasis upon certain qualities which will be particularly necessary if we are to master the problems which face us. Our postwar solution must be made on a vast scale, and we must reckon with a very rapid march of events. To meet this situation, we shall need more imagination and courage than we have shown in recent years. This is no time for cynicism and skeptical indifference. We must shake ourselves loose from the provincial "show-me" attitude. We must think and plan broadly.

NEWS FORUM

Acquisition

THOMAS T. LOGIE, former vice-president and works manager of the Bassick Company in Bridgeport, has disclosed that he is opening up the Stratfield Company in the plant of the Nichols Manufacturing Company on Benham Avenue, for assembling \$1,000,000 worth of bomb fuses.

The work is being done on subcontract from the Atlas Ansonia Company of New Haven, of which Mr. Logie is also the president. When full production starts the firm will also engage in production of small tools.

Associated with Mr. Logie in the Stratfield Company are James Logie of Bridgeport and Arthur J. Logie of Westfield.

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THE \$30,000,000 LAKE CITY, MISSOURI ordnance plant has been dedicated and turned over to the management of the Remington Arms Company. The ceremony was attended by Under Secretary of War Robert P. Patterson, Governor Donnell of Missouri, Mayor Gage of Kansas City, and other officials.

Mr. Patterson, speaking at a dinner given by the Chambers of Commerce of that area, praised the firm and the engineers who built the plant three months ahead of schedule and predicted that "the shortage of small arms ammunition will soon be a thing of the past".

Calendar

ABOUT FORTY MEN, representing the major industries of Stamford, went on record at a meeting of the Manufacturers' Council November 6th against having the Federal Government come into Connecticut to administer Social Security laws. They decided to send individual letters to Connecticut's representatives in Congress condemning any such movement.

John Williams, chairman of the Council, warned the men present to act at once, stating that the Secretary of the Treasury "has gone wild and is figuring in astronomical numbers".

★ ★ ★

SEVERAL THOUSAND PEOPLE attended an open-house given by officials of the Vought-Sikorsky plant in Stratford to enable the public to witness operation of the giant plant and the various operations necessary to build one of Uncle Sam's planes. Veteran employees acted as guides and showed visitors the new "S44" building, and the three huge flying boats under construction for the American Export lines.

The visitors saw more than 1,000 observation-scout plants under construction for the Navy. They were also given a view of the famous VS-300 helicopter. This vessel was designed by Igor Sikorsky, engineering manager of the plant, and can rise up straight in the air and hover over one spot indefinitely.

THE NEW HAVEN CHAPTER of the National Association of Cost Accountants will meet Tuesday, December 16, at the Union League Club on Chapel Street, New Haven. The speaker will be Dr. R. P. Marple, Director, Research and Technical Service National Association of Cost Accountants, New York, N. Y. His subject: "Essentials of Cost Control." He will discuss the fundamental problems of cost accounting such as, Direct Labor, Manufacturing Expense and Inventory problems. Dinner will be served at 6:30 preceding the meeting.

★ ★ ★

MEMBERS OF CONNECTICUT and Western New England Chapter of National Industrial Advertisers Association, meeting in Waterbury heard Ralph Bennett, industrial copy expert of Batten, Barton, Durstine & Osborn, ably analyze present trends in industrial publication advertising. Declaring it is much harder to write trade paper ads than consumer advertising, he assailed the curtailment of advertising on the "We have nothing to offer" theory. In his opinion advertising has more to tell now than ever before regarding deliveries, how to produce more with present equipment, give engineering advice, suggest the use of substitutes and extend research facilities that will benefit both customer and manufacturer. He decried the use of old-time institutional advertising slants.

Concluding with the thought that in time of war we must prepare for peace, he said today's advertising will



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determine how much business industrialists will do tomorrow, recommended increased research and intensive investigation of new markets as a bulwark against the future competition of today's "little fellows" who may become our big contenders tomorrow.

★ ★ ★

A GROUP of men met late in October at the Elm Tree Inn, Farmington, to discuss organizing an employees magazine editors club. Not being superstitious, thirteen sat down to dinner and



after an hour's discussion voted to form what is to be called the "Business Editors Club." Kenneth R. Tuttle of Stanley Works in New Britain and editor of "The Stanley World", was elected president. Mr. R. H. Hickey of United Aircraft was elected secretary, and Mr. D. N. Kraft of International Silver Co. of Meriden, was elected chairman of membership. It was voted to hold informal meetings monthly.

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GEORGE S. HAWLEY, President of the Bridgeport Gas Light Company and President of the Bridgeport Manufacturers Association for 17 years, was, in effect, the honored guest at the Association's 41st Annual Meeting held at the Stratfield Hotel, Bridgeport, November 17. Upon the announcement of his retirement, as president, he received a \$1500 check and a leather-bound portfolio of letters from all members of the Association expressing their high regard for him and appreciation for his work as the Association's leader. W. Stewart Clark was elected president to succeed Mr. Hawley, while other officers elected were: Sumner Simpson, first vice-president; Newton H. Hoyt, second vice president; Alpheus Winter, executive vice president, and Talmadge N. Wakeman, treasurer.

The chief speaker at the meeting was Albert W. Hawkes, president of the U. S. Chamber of Commerce. He made a plea for peace in industry in

which he condemned the closed shop issue as an enemy of labor itself while recommending greater economy in the normal functions of government.

Those elected to membership on the executive board for the term expiring in 1944 were: Walter Carr, Connecticut Railway and Lighting Company; Harry B. Curtis, president, Bridgeport Hardware Mfg. Corp.; James Dunn, Jenkins Brothers; H. C. Erskine, U. S. Aluminum Company; C. L. Lindsay, president, Heppenstall Company; Herman W. Steinkraus, vice-president, Bridgeport Brass Company; Charles E. Volkhardt, Harvey Hubbell, Inc.; H. C. Wheeler, Acme Shear Company; J. K. Williamson, Porcupine Company; and E. F. Zehnder, Pequonnock Foundry.

Died

HOWARD F. ROSZELLE, 44, purchasing agent of Fuller Brush Company, Hartford, died suddenly in New Haven while attending the annual meeting of the State Manufacturers Association.

Born in Hartford, Mr. Roszelle joined the Fuller Brush Company in 1914 when he was a school boy, dividing his time between factory and office work. He started full time employment in 1917 and five years later was named assistant purchasing agent. He was president of the Conn. Association of Purchasing Agents in 1938 and in 1939 was a director of the National Association of Purchasing Agents. He was chairman of Charter Oak Council, Boy Scouts of America, for three years, and was president of the former Foremen's Club at the company. He was a Mason and a member of Indian Hill Country Club.

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JOSEPH B. SESSIONS, president of the Sessions Foundry Company of Bristol, died November 1 at the age of 60 at the Hartford Hospital.

He was born in Bristol, the son of the late William E. Sessions and Emily D. (Brown) Sessions, both of English ancestry. He was educated in a private school at Watertown, and attended Wesleyan University. Later he entered the employ of the Sessions Foundry as pattern clerk. He became assistant secretary, vice-president and treasurer in 1920, and after the death of his father succeeded him as president. Mr. Sessions was also president of the Bris-

tol Trust Company and treasurer of the Sessions Clock Company. He belonged to the Society of Automotive Engineers and of Chi Psi Fraternity of Wesleyan.

★ ★ ★

DANIEL MILES SHEPARD, vice president in charge of production of Landers, Frary and Clark, died at the age of 47 in the New Britain General Hospital last month, ten days after an operation. Flags were displayed at half mast at the electrical and household appliance factory where Mr. Shepard began as a minor clerk 28 years ago. A native of Waterbury, Shepard received his education in the Bristol public schools. He served two months in the Army in the World War, and was a member of Franklin Lodge of Masons in Bristol.

Expansion

GENERAL SHAVER CORPORATION, a division of Remington-Rand, has taken an option on 18 acres of land in Bridgeport on which will be erected a \$600,000 colonial type office

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and factory building, if the Zoning Board gives its approval. The corporation plans to house its executive offices in the new plant and will employ 500 people in clerical and manufacturing capacities. The executive offices are now in New York. A total of 100,000 square feet will be devoted to offices and manufacturing. Of this amount some 20,000 square feet will be used for the corporation's executive offices.

General Shaver has a plant in Bridgeport at 1 Main Street, which manufactures the Remington Electric razor.

★ ★ ★

THE THREE LOCAL DIVISIONS of Associated Spring Corporation, Wallace Barnes, Dunbar Brothers and F. N. Manross and Sons, all of Bristol, Conn., have doubled their personnel within the past two years. The total number employed in the three plants is at present 2,100 or 1,100 more than the total in 1939. During this same period the number of man-hours worked per month has risen from 150,000 to 350,000 hours. Of the total number employed, there are between 400 and 500 women.

A 96-foot extension to the rolling mill plant on Broad Street has been found necessary because of the personnel increase. At Wallace Barnes a hardening room has been built and a new steel storage shed erected.

★ ★ ★

KOPPERS COKE'S new addition on New Haven harbor, which has been under construction for the past nine months, was put into operation recently. Dr. Joseph Becker, vice president in charge of the construction division of Koppers Coke together with several members of his staff, was present to observe the start-up and inspect the first coke discharged from the ovens.

The new ovens are of more rugged design and will permit closer control of oven heating, which is the most important single item in coke plant operation. Under Dr. Becker's direction Koppers engineers are continuously improving the art of coal carbonization, and these ovens represent the latest development in coke and gas manufacture from bituminous coal.

★ ★ ★

PLANS ARE READY for the expansion of four Bridgeport plants. Ready Tool Company's plans for a factory addition include a building 40 feet by 40 feet of mill and frame construc-

tion, connecting the present machine shop with the welding and blacksmith shop.

Plans have been prepared for a factory addition to the plant of Bridgeport Machines, Inc. The building will be of concrete block and brick, 48 feet by 50 feet, one-story with built-up roof.

Plans have been completed for a \$50,000 terminal building to be constructed on the right-of-way of the New Haven railroad; contract has been let to erect a loading platform and canopy for Parsons Brothers in Bridgeport; and contract has also been let for the building of a storage building, 88 feet by 31 feet, for the Remington Arms Company.

★ ★ ★

WAR DEPARTMENT has announced award of a facilities contract to the Waterbury Tool Division of Vickers, Inc., which will double the plant's capacity with a new \$1,500,000 building having 92,000 square feet of floor space. The huge building will be erected just east of the present buildings at Aurora and Gear Streets in the Browns Meadows section of Waterbury, and will cost \$1,458,108 with equipment. Construction is now under way.

Honored

GEORGE S. HAWLEY, president of Bridgeport Gas Light Company, was honored at a luncheon meeting of the Bridgeport Chamber of Commerce in November in the Stratford Hotel, as business men and industrialists congratulated him on his recent election to the presidency of the American Gas Association. Guest speaker was W. Gibson Carey, Jr., president of Yale and Towne Manufacturing Company, Stamford, who declared that the prevention of "a victory of our own dictatorship" is a major responsibility of business management.

★ ★ ★

LOUIS MASTORGI, until recently superintendent and cost accountant of the Horton Manufacturing Company in Bristol, was the honored guest of two hundred employees of that company at a banquet held at Bristol Fish and Game Club last month.

★ ★ ★

DWIGHT G. PHELPS, vice president of Colt's Patent Firearms of

Hartford, was honored at the annual luncheon meeting of the National Electrical Manufacturers Association, receiving the manufacturers' medal and purse for 1941 under the James H. McGraw Award for his contribution to the advancement of the electrical industry. The award was in recognition of his "distinguished contribution to the manufacturing branch of the electrical industry in the surveying of wage experience within the industry to establish a sound basis for company policy and for minimum wage control under the Walsh-Healey law."

★ ★ ★

BRIDGEPORT BRASS has been presented with the United States Navy "E" award for "excellence in carrying out their part of the Defense program in producing materials for the two-ocean fleet." The award of the "E" pennant, along with a large flag of the Bureau of Ordnance of the Navy, was made by Commander R. W. Holsinger, in the Navy's behalf, to Vice President Herman W. Steinkraus, who represented the brass firm's ill president, Ralph E. Day, at the recent gala Navy Day celebration at Central High School auditorium in Bridgeport. More than 1,700 persons, mostly employees and invited guests, witnessed the presentation.

The celebration marked the change in two years from peace-time production of brass sheets, pipes and wires to the manufacture of cartridge cases in 16 different sizes for the Army, Navy and Great Britain. As Commander Holsinger spoke, after receiving the mounted shell, the night shift of almost 2,000 workers heard his talk through loudspeakers placed in various departments of the company.

On that day the Brass Company turned out its 25,000,000th artillery cartridge case which, suitably mounted, was presented to Commander Holsinger.

Labor

COL. ERNEST L. AVERILL, state director of Selective Service, urges all employers in Connecticut, especially those with pressing need for additional help, to immediately list their employment needs with their nearest State Employment Office to facilitate the proper placing of Connecticut men being relieved from active military duty.

"All cases of unemployed Connecticut ex-service men, or those who desire new jobs, are referred by selective service local board reemployment committeemen to the State Employment Office," he said. "This facilitates cooperation with employers to make intelligent distribution of this additional manpower for National Defense production. The first and important obligation of the employer, however, is that he advise his nearest State Employment Office as to his employment needs."

★ ★ ★

A BOMBARDMENT of inquiries has been hitting the Hartford office of the State Employment Service and other offices throughout the state since the announcement of the plan whereby skilled Connecticut workmen may be sent, all expenses paid, to England to take up employment there. Young men without any particular training have shown the most interest in the plan, but these men do not qualify. Another group, consisting of skilled workmen who have sought information because they believed high wages were to be paid, have in many cases lost interest. Although expenses are paid to England and room and board are furnished there, the base pay is comparatively low, ranging from \$24 a week to \$38.50 per week.

★ ★ ★

Personnel

RICHARD M. RICE, for the last several years office manager, credit manager and secretary and treasurer of Manning, Bowman and Company of Meriden, resigned his position last month. He has been with the company for more than 31 years. He has been active in welfare work in Meriden, a member of the board of education for more than fifteen years, and also a member of the board of finance. He has also been very active in credit circles throughout the state and nation for many years, being a past president of the Hartford Association of Credit Men, the Connecticut Association of Credit Men, and at present a member of the board of directors of the National Association of Credit Men.

★ ★ ★

RALSTON M. SHERMAN, president of the Silent Glow Oil Burner Corporation, has been named to an oil

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burner and stoker sub-committee of the plumbing and defense advisory committee in Washington by the OPM. Mr. Sherman was elected president of the American Oil Burner Association in June, 1934. He has been president of the Distillate Burners Association and is now vice president of the Calor Oil Burner Corporation.

★ ★ ★

JOHN E. FAY, traffic manager of the Wiremold Company of Hartford, was elected chairman of the Transportation Division of the Hartford Chamber of Commerce at the monthly dinner meeting of the division held recently at the Heublein Hotel. Mr. Fay succeeds George V. Sullivan of Hartford. He is a member of St. Bridget's Men's Club, Elmwood Community Club and Knights of Columbus.

Harold A. Lukens, Hartford manager of the H. T. Smith Express Company, was elected vice chairman at the meeting.

★ ★ ★

THREE PROMOTIONS in the executive staff of Pratt & Whitney Division of Niles-Bement-Pond were announced November 4th by President Clayton R. Burt. Hugh D. Tanner, formerly vice president and manager of the machinery division is now vice president and assistant general manager. A. H. d'Arcambale, sales manager of the small tool and gauge divisions and consulting metallurgist and William P. Kirk, sales manager of the machinery division, were both made

vice presidents. The latter two men will retain their previous duties also. Mr. Tanner has been with the company for 21 years, Mr. d'Arcambale 22 years, and Mr. Kirk 34 years.

★ ★ ★

D. HAYES MURPHY, president of Wiremold Company in Hartford, has been elected president of the Electrical Manufacturers' Club, a national organization whose membership includes chief executives of important electrical manufacturing concerns in the country. Mr. Murphy was vice president for the past two years, and was formerly secretary of the club. The organization was founded in 1905, one of the charter members being the late Edward R. Grier, former chairman of the board of Arrow-Hart & Hegeman.

★ ★ ★

W. T. ASHCROFT, works manager of Remington Arms Company in Bridgeport and associated with the firm since 1914, was made assistant production manager in one of a number of organizational changes which became effective December 1. Succeeding Mr. Ashcroft will be E. E. Swenson, works manager of the Denver Ordnance plant, a government factory operated by the Remington Company. A. T. Twing, who comes from the duPont plant at Buffalo, will succeed Mr. Swenson at Denver.

★ ★ ★

OLIVER R. BISHOP, head of Bishop & Watrous Novelty Works in Chester,

was elected president of the Middlesex County Manufacturers Association at the annual meeting to succeed Eben Jackson of the J. & E. Stevens Company, Cromwell. Ernest S. Davis, Jr., superintendent of the Rogers & Hubbard Company of Portland, became vice president of the association. Henry A. Hippler, superintendent of Connecticut Power Company's Middletown division, was unanimously elected secretary and treasurer, marking his 13th consecutive term in that office.

Directors elected to the board to serve with three hold-over directors are Aven Erickson of the N. N. Hill Brass Company, East Hampton; Robert O. Welker of the Welker Manufacturing Company in Cromwell; and W. R. Jennings, Russell Jennings Manufacturing Company, Chester.

★ ★ ★

STANLEY M. COPPER, secretary and a director of Fafnir Bearing Company of New Britain, has been named a vice-president of the corporation.

Progress

HART MANUFACTURING in Hartford have produced a protective device to prevent overheating of water heaters. Described as a thermally operated circuit breaker, it is claimed to eliminate the possibility of explosion or the escape of steam and boiling water through a relief valve. In the event of overheated water its function

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is to disconnect the heating elements. It may be applied to electric or pressure oil burning water heaters. The body of this temperature limit switch is molded of bakelite and contains phosphor bronze contact arms fitted with fine silver contacts.

★ ★ ★

BRISTOL of Waterbury has prepared a new bulletin which describes an automatic heating-cycle control system in operation on furnaces for annealing malleable iron castings. The bulletin is illustrated and describes the cycle of operation, instruments, control valves, and safety devices. It is claimed that the installation decreases annealing time by 15 to 20%, eliminates need for manual regulation, and insures a uniform product. A copy of this bulletin, IDS28, may be obtained upon request.

Bristol Company has also prepared a new pocket sized folder describing its line of hex socket screws which include set screws, socket head cap screws, socket head stripper bolts, pipe plugs, T keys and screw driver type keys. Copies of this folder, No. 845, may also be obtained upon request.

★ ★ ★

IN NEW YORK CITY the only museum of its kind in the world, the Gilbert Hall of Science, on Fifth Avenue and Twenty-fifth Street, dedicated to the boys of America, is drawing thousands of visitors daily. Not only boys, but girls and adults as well, are fascinated by the exciting and unusual displays of miniature railroad trains, chemistry sets, microscopes and electrical apparatus.

Climaxing a thirty years' career in the invention and manufacture of educational and scientific toys for boys, A. C. Gilbert dedicated the Gilbert Hall of Science recently in the presence of 1,500 boys representing the boys' clubs of Greater New York.

"The Gilbert Hall of Science is yours from this hour on," Gilbert told the youngsters who attended the dedication.

A "mass invitation" to "all boys everywhere" sent out by Gilbert is responsible for the crowds which daily pack the Hall of Science, whose first official visitor was young Bobby Gallagher of the Madison Square Boys' Club. Bobby, recently returned from South America where he went as a "good-will ambassador" representing

the boys of America, again acted as ambassador at the Hall's dedication.

"Every boy and girl visiting the Gilbert Hall of Science is capable of reproducing the displays within it," Gilbert asserts. "The Hall is only a beginners' class-room. To many, the first visit will open the doors, for the first time, to the wonders of science."

Two miniature railroad dioramas, two banks of "operate it yourself" electrical displays and hundreds of chemical wonders, construction sets and chemistry and casting apparatus, are features of the Gilbert Hall of Science. Besides the hundreds of miniature railroad locomotives, passenger and freight cars on display, there are more than ten miles (in scale) of railroad track; two authentic miniature reproductions of the parachute jump of World's Fair fame, and numerous bridges, derricks, etc.

On exhibition, for the first time anywhere, is one of the smallest complete railroads in existence. "Toys that teach" is the theme of every one of the dozens of displays.

"Toys that teach" is the theme of A. C. Gilbert's entire career. Yale's noted pole-vaulter and wrestler of thirty-odd years ago, also Olympic pole-vaulter and trophy winner in a score of athletic events, Gilbert founded his business two days after graduation from college. He founded it on what had been a hobby for him while still a student—the making of magic tricks. He began in a small factory in New Haven and has stayed there ever since. As his inventions increased and his manufacture of "toys that teach" grew, his factory in New Haven grew too. Today he leads the toy industry of the country.

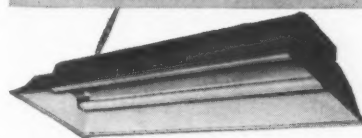
Always interested in the welfare of boys, believing that the "constructive" side of America's youth is in need of constructive direction, A. C. Gilbert has devoted many years to boys' activities in this country.

★ ★ ★

GRAY MANUFACTURING COMPANY is now in production of its newly developed automatic keyer, a device for instruction of soldiers and sailors in telegraphic signalling, for which it has contracts aggregating \$200,000.

With the automatic keyer it is possible to train as many as 200 men at one time, each using head sets to catch the signals. Each man is then on "his own" and the receiving of telegraphic

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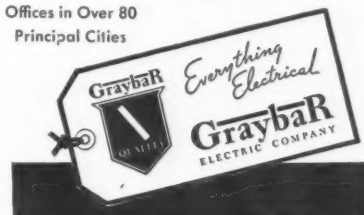


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code is greatly facilitated. Not only are the machines useful in training to receive messages, and to speed up receipt through practice operation, but they are also important for training in sending.

★ ★ ★

AMERICAN AIRLINES now has scheduled service in New Haven. The Flagship schedules will bring industries of New Haven into closer contact with the Defense program.

A similar service has been started in Bridgeport.

Pulse

A FINANCING PROGRAM for Connecticut Light and Power calling for the retirement of the company's outstanding 68,044 shares of 5½% Preferred Stock, \$100 par value, and the raising of \$10,000,000 new money,

(Concluded on page 33)

DEFENSE

A RECENT ORDER issued at Washington by Donald M. Nelson, OPM priorities director, requests the washing machine and ironer industry to reduce its output 17.3 percent under average monthly sales for the 12 months ended last June 30. In a letter accompanying the order, the OPM's civilian supply division urged manufacturers to conserve critical materials, seek substitutes wherever possible, and reduce the number of models manufactured.

The War Department already has awarded the industry a \$12,000,000 contract for .50 caliber anti-aircraft gun mounts, in an effort to alleviate possible unemployment resulting from material shortages. Landers, Frary & Clark of New Britain is listed among 34 companies throughout the country to share in this prime contract.

★ ★ ★

COLONEL SAMUEL H. FISHER, state Defense administrator, has announced the formation of a Connecticut Women's Motor Corps. It will include existing local units and others to be formed under the Red Cross in communities where they will be of practical value in the possible transportation of evacuees, the operation of ambulances or delivery of supplies, and in filling present community needs. There will be eventually a membership of several thousands.

The new commandant of the Women's Motor Corps, Mrs. Eleanor Grant Rigby, has been working with the State Defense Council for several months as an instructor in schools for the training of air wardens. She is a graduate, with honors, of the Wardens and Motor Transport Division of the Massachusetts Women's Civilian Defense School. She is also a graduate of Smith College.

★ ★ ★

HIGH STANDARD MANUFACTURING COMPANY of New Haven declared that production on the \$6,755,791 order for 50-calibre machine guns for the U. S. government will begin as soon as the original order is completed. No definite date was given. Original order amounted to \$9,239,791 and was for the same type of gun. No additional employees will be hired to work on the new order, it was stated. The firm also has a \$12,000,000 contract from the English government for 12,400 heavy machine guns to be used by the RAF. Production has been in full swing on this order since last May, when the firm first began operations.

★ ★ ★

AS A RESULT of the expressed dissatisfaction on the part of both Houses of Congress with developments in the first year of Defense, in which period

75% of the supply contracts were concentrated with 56 concerns, the Administration has started an industry-wide pooling of productive facilities. A special House Committee investigating Defense migration problems recommended to the lower chamber that "subcontracting be, to the maximum degree possible, an essential part of all contract considerations" and urged that "Congress take whatever steps are necessary to bring this about".

To publicize the subcontracting program and "to make sure that no qualified manufacturer—no matter where he is—misses an opportunity to get a defense contract for lack of information", three eight-car trains painted red-white-and-blue, and carrying officials of the Army, Navy, Maritime Commission and OPM, have been touring the country since November 10. These trains carry exhibits consisting of samples of Defense equipment and parts needed by the services to give manufacturers a clear idea of the items needed.

★ ★ ★

DEFENSE PLANT CORPORATION has authorized execution of a lease agreement with Niles-Bement-Pond Company providing for the purchase of equipment at a cost of \$405,000, to be used in the plant at West Hartford for the manufacture of machine tools. These facilities will be furnished at the request of the War Department and title will remain in Defense Plant Corporation.

The agreement, according to Clayton R. Burt, president of Niles, involves installation of additional equipment in space made available earlier in the year by construction of a new building for storage and other non-production purposes.

★ ★ ★

A SPECIAL COMMITTEE of the Connecticut Youth Council, with Major Leonard J. Maloney as chairman, has been appointed to study long range problems of unemployment, with particular reference to youth, it was announced by Dr. Alonzo P. Grace, Commissioner of Education and Chairman of the Youth Council.

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While the committee will immediately concern itself with the problem of unemployment which may now be caused by the shutting down of non-defense industries, the long range program of the committee will include studies of ways and means of protecting youth against the possibility of unemployment after the Defense boom collapses.

★ ★ ★

CONTRACTS HAVE BEEN LET by the War Department to four Bridgeport companies and others from Fairfield County. General Electric Company was in receipt of two orders for electric cable, one totalling \$512,140 and the other for \$54,600. The Bridgeport Brass Company received order for ammunition and cartridge cases totalling \$169,000. An order for \$436,750 in machine tools was received by the Automatic Machinery Manufacturing Company.

Norwalk Lock Company of South Norwalk received an order for \$228,500 worth of forgings. The Shelton Hosiery Mills will supply 420,000 pairs of light wool socks amounting to \$103,950.

Anaconda Wire and Cable Company in Ansonia received an order for \$228,035 worth of wire and the American Brass Company of Ansonia an order for \$88,030 worth of brass. U. S. Rubber Company in Naugatuck received a \$54,000 order for 20,000 pairs of rubber knee boots.

★ ★ ★

SIDNEY HILLMAN, associate director of the OPM, has written to the United Aircraft requesting that the management "give immediate consideration to employment policies to determine those occupations which can be satisfactorily filled by women workers."

★ ★ ★

GEORGE H. STONE, manager of the State-Federal Employment Service in Bridgeport, states: "We have not had any skilled workers thrown out of work here by the changeover from civil production to war and defense industry, and I do not think we are going to have any because there is still a shortage of trained and skilled workers all over the country in Defense work alone."

★ ★ ★

NEW DEPARTURE of Bristol described some of the hundreds of Defense applications for its ball bearings,

in an article in its October "News". The article stated, "We are producing an immense number of bearings for companies engaged in making devices of war which remain strict secrets. Hence, where all our products ultimately go . . . is simply not known."

Some of the applications are illustrated by photographs. It is estimated that 480 ND bearings go into the instrument panel of a two-motor transport plane, with the larger planes using many more. Medium tanks take 72 New Departure bearings. One interesting application of ND bearings is in each of 200 sets of Autosyn motors on four-motored bombers. These little electric motors, weighing only about seven ounces each, are wired in pairs at strategic spots near the engines and controls of the bombers and serve as nerves for the ship. They transmit engine speeds, altitude readings, the actions of ailerons, etc., to the central instrument panel before the pilot. The transmission is done electrically through wires and saves weight and space which would otherwise be taken up by flexible shafts of some kind.

★ ★ ★

G. E. PRENTICE MANUFACTURING COMPANY in Kensington has been obliged to eliminate the night shift in the fastener or zipper division because it has been unable to get all the material it has needed to fill orders. It has been able, on the whole, to absorb the workers of that shift in the personal hardware divisions, which produce gas mask parts, clothing trimmings and belt buckles.

★ ★ ★

RAYMOND L. FRENCH, special representative for the OPM, in addressing a conference called by Bridgeport Industrial Union Council of the C.I.O. on November 6 in the Burroughs Public Library, said workers who lose their jobs in non-defense industries because of priority restrictions on materials will rapidly find employment in Defense industries.

Mr. French stated also that 15,000 more Defense workers will be needed in Bridgeport by January 1. He explained that his office has obtained a list of the machines which are available in Bridgeport for Defense work and is helping prime contractors find machines to carry out contracts for the British, Russian and U. S. Governments.

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AT THE SECOND SESSION of the school for advanced air-raid wardens held recently at the Board of Education building in Hartford, Mrs. Grant Rigby, assistant to the State Defense Council, gave a review of the personal prerequisites of an efficient air-raid warden. Mrs. Rigby outlined the various duties of the warden in times of emergency. All wardens were urged to prepare in advance detailed personal notebooks containing notes on the "intimate geography of their areas."

★ ★ ★

ON OCTOBER 24 the government posted a long list of items ranging from aircraft cannon to crow quill pens, and invited small manufacturers to try their skill at new tasks. At the request of the Contract Distribution Division of the OPM, the Army listed prime contracts which it said seemed to offer the greatest opportunities for sub-contracting. Copies of the list were sent to the Division's field offices, where they could be studied by small manufacturers. OPM field representatives will advise them as to which of the contractors on the list might be able to "farm out" part of their work.

TRANSPORTATION

By N. W. FORD, *Traffic Manager*

Highway Taxes Collected in 1940 Exceeded a Billion Dollars. A total of \$1,327,277,000 in direct taxes from highway users was collected by state treasuries in 1940, according to the Public Roads Administration of the Federal Works Agency. This total comprised \$870,136,000 from state gasoline taxes, \$439,178,000 from motor vehicle fees and \$17,913,000 from motor carrier taxes. Disbursements, totaling \$1,321,082,000, were made from such funds by the state treasuries during 1940 as follows: \$754,497,000 was spent on state highways, \$323,331,000 for local roads and streets, and \$196,579,000 for non-highway purposes, such as relief, education, and state general funds. The cost of collection amounted to \$46,693,000. The total for non-highway purposes was 14.9 per cent of the collection, which was an increase of one-tenth of one per cent over the percentage for 1939.

★ ★ ★

Closing of Doors on Box Cars. Industries have been requested by Mr. L. M. Betts of the Association of American Railroads to cooperate with the railroads by closing doors after releasing cars. When this is not done cars that would be available for immediate reloading frequently are made temporarily unfit for use by having the floors saturated with water from rain

or snow. This applies particularly during the fall and winter months.

★ ★ ★

Railroads Modify Container Regulations. Modifications of regulations governing the shipping of freight in corrugated and solid fibre shipping containers have been put into effect on American railroads as a result of co-operation by the railroads with the Containers Branch of the OPM. This modification, it is expected, will save approximately 10 per cent of the paperboard used in that manner and will provide for defense uses between 250,000 and 300,000 tons of paperboard per year without using any additional raw materials or supplies. In substance, the new regulations save material by permitting the use of thinner and lighter materials in the manufacture of fibre shipping containers.

In the past corrugated boxes made to carry 40 pounds or less had to be made of a combination of materials having a total thickness of 41 thousandths of an inch. This thickness has been reduced so that boxes which will carry up to 20 pounds need have a thickness of only 27 thousandths of an inch with a slightly heavier thickness for boxes in the 20 to 40 pounds bracket. Similarly, boxes to carry up to 90 pounds may now be made of one

facing 30 thousandths of an inch in thickness and one of 16 thousandths in place of two facings, each 30 thousandths of an inch thick, formerly required.

In addition to this liberalization of weight requirements, the size limitations have also been broadened.

★ ★ ★

Transportation Crisis Passed According to Commerce Department. The bottleneck in transportation has been avoided this year, according to the Commerce Department. Since October 18, weekly carloadings have been declining slowly and, after reviewing the situation, the Department predicts that the present transportation facilities will be adequate for the remainder of this season. According to the Department, the cooperation of shippers with carriers in loading cars more heavily and promptly has been an important factor in enabling the railroads to meet the heavy demands.

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Rail Unions Reject Mediation Report. The recommendations of President Roosevelt's Fact Finding Board, set up to adjust a wage dispute in the railroad industry, were rejected by the members of the big five brotherhoods, according to A. F. Whitney, President



ON HER WAY!

30 intercoastal ports hear American-Hawaiian's whistles . . . know that they herald the most frequent schedule in the intercoastal trade.

AMERICAN-HAWAIIAN
STEAMSHIP COMPANY

of the Brotherhood of Railway Trainmen, who stated the deadline for a nation-wide rail strike had been set for 1:45 p. m., Friday, December 5.

It was recommended by the Board that the 350,000 men of the Big Five Operating Brotherhoods receive a wage increase of 7½ per cent and that the 800,000 other employees, represented by the fourteen non-operating railroad labor organizations, an increase of 9 cents per hour. This is equivalent to an average increase of 13½ per cent. Unless extended by agreement of management and labor, the proposed increases, which would be retroactive to September 1, 1941, would terminate automatically on December 31, 1942. The Board also recommended a re-examination of the wage structure of the entire railroad industry on or about December 31, 1942, "in the light of existing economic conditions" of the railroad industry and of the country. Because of the many uncertainties confronting the country now, it is the opinion of the Board that it is unwise to make changes in the basic wage rates.

An increase of 7½ cents per hour to the 40,000 Railway Express Company employees was also proposed by the Board, which recommended: (1) one-week vacations, effective January 1, for the employee members of the fourteen non-operating unions; (2) A permanent basic minimum wage of 40 cents an hour for employees of short-line roads, and a permanent basic minimum wage of 45 cents an hour for employees of Class A roads and the Railway Express Agency; (3) that a dispute between the unions and the roads over working rules be resubmitted for further consideration under the Railway Labor Act.

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Bill on Weights of Trucks Introduced in Senate. A bill designed to give highway transportation relief from oppressive state size and weight regulation has been introduced by Senator Burton K. Wheeler, chairman of the Interstate Commerce Committee.

The bill, S.2015, proposes to amend section 226 of the Interstate Commerce Act to permit "any carrier, shipper, or association of carriers or shippers, or any body politic or municipal organization, or any other persons having a substantial interest" to file a complaint with the ICC alleging that "a law, regulation, or practice of a state or political sub-division thereof concerning the sizes or weights (including loads) of motor vehicles engaged in

transportation in interstate or foreign commerce constitutes an unreasonable obstruction to, or burden on, or discrimination against such commerce, or unreasonably prevents the application in the public interest of a desirable degree of uniformity in size and weight restrictions to motor vehicles engaged in such commerce, or otherwise jeopardizes or endangers the national interest in such commerce."

The ICC would be authorized by the proposed amendment to then make an investigation, and if the allegations are sustained "in whole or in part" the federal agency would have power to order the changes deemed necessary so as to remove unreasonable restrictions.

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Proposed Increase of Rates on Export Traffic at New York. An informal conference that was called by Mr. Leo Golden, President of the Eastern Motor Freight Conference, Inc. was held at New York on November 14 for the purpose of discussing the proposed increase of rates on export traffic delivered at New York City piers that was alleged to be necessary to compensate the carriers for delays incurred in the delivery of motor truck freight.

Conclusions reached at the conference may be summarized as follows: (1) it was recognized that the imposition of a penalty charge would not cure the problem but that rather the delays might be expected to become more serious as business increased. Accordingly, it was believed that an effort should be made to attack the difficulty at its source and attempt to find some remedy for the situation; (2) pooling arrangements at either or both point of origin and New York City were discussed in some detail. Many of the shippers and some of the carriers believe that such an arrangement might solve the problem as it would permit delivery to the piers in truckload lots as opposed to the present method whereby most of the trucks making deliveries are only partially loaded; (3) the suggestion was made that the carriers might agree to place a helper on each vehicle to permit of rapid unloading.

A committee was appointed consisting of George E. Mace, Commerce and Industry Association, New York; W. L. Thornton, Jr., Port of New York Authority; William Graf, Chamber of

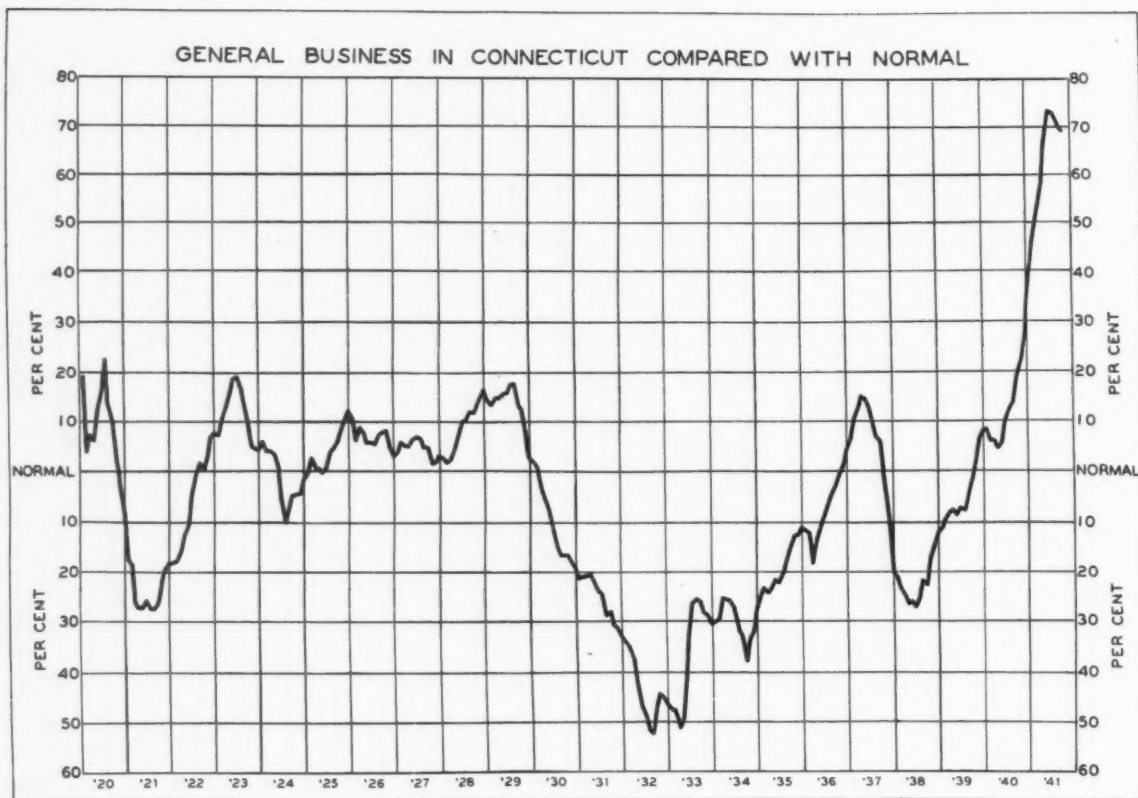
Commerce, Brooklyn New York; Charles Fagg, Chamber of Commerce, Newark, New Jersey and N. W. Ford of the Association, representing shippers and Leo Golden, General Manager, Eastern Motor Freight Conference, Inc.; Charles J. Browne, General Manager, Atlantic Seaboard Motor Carrier Conference, Inc.; J. C. Cassell, Victory Corporation, New York City; J. T. O'Day, Consolidated Motor Lines, Inc., Hartford, Connecticut and Barney Pulver, National Transportation Company, Bridgeport, Connecticut, representing the carriers. This committee will examine the pier situation at New York and by joint study attempt to develop some program for relieving the congestion and consequent delay. In order that the committee may have an opportunity to study the matter, the Eastern Motor Freight Conference has asked its members to agree to a postponement of the effective date of the tariff items providing for the increases of rates from January 5, 1942 to May 4, 1942.

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Supplemental Hearing in Ex Parte MC-22 Requested. The Eastern Motor Freight Conference, Inc., Commercial Motor Vehicle Association of Maine and Atlantic Seaboard Motor Carrier Conference, Inc. have petitioned the Interstate Commerce Commission to reopen for further hearing its investigation of motor carrier rates and charges in New England for the purpose of bringing the record down to date. The petitioners have suggested that the supplemental hearing is necessary in order that the Commission may have before it a complete record including radically changed economic conditions that have taken place since the hearing was closed in September, 1940.

The Association has filed a reply to the petition in which it requested that it be denied on the ground that economic conditions may be expected to continue to change for possibly the next several years, that the carriers present financial status is much improved and earnings have increased greatly during the period since the hearings were concluded and that to grant a supplemental hearing would place a burden upon certain of the carriers not parties to the petition as well as shippers who can ill afford to spend the time that would be necessary attending hearings under such circumstances.

BUSINESS PATTERN



The index of general business activity in Connecticut fell off slightly in October from 69.7% in the previous month to an estimated 69% above normal.

As in Connecticut, because of the sharp seasonal increase normal to other years, the index of industrial activity in the United States declined slightly to an estimated 22.5% above normal from 24.0% in September. Although this represented the fourth consecutive monthly decline, actual volume of production continued at the recent swollen levels as indicated by the index of industrial production which has stood at approximately the same point over these same four months.

Aggregate totals of employment and manhours worked managed to rise fractionally despite individual employment losses in Bristol and Waterbury. The Waterbury loss while not great was large enough to indicate a possible tightening of the supply situation

within the brass industry. As indications of the present leveling trend in Connecticut employment are the facts that while total non-agricultural employment increased in September 1941 over September 1940 at a rate which was exceeded by but one other state, net accessions reported over the past few weeks are declining. Up to this point at least, the threatened losses expected from priorities have not been severe. This may to some extent be due to the speed with which non-defense employers are shifting to defense business, it being reported that of the plants in Connecticut earmarked for defense production, 61% have already received contracts, a figure considerably above the New England average. In the face of sporadic decreases in employment, hours worked per employee continued to rise. In the Hartford area where employment losses were reported for Bristol, the average hours worked per employee rose from 48.2

in September to 49.6 in October. No significant labor disturbances occurred during the month and two strikes which began in or were continued into October were settled.

Although assigned the heaviest seasonal weight of the year, October freight car loadings originating in fourteen Connecticut cities rose over September. Average daily loadings surpassed the record September figures with heaviest gains recorded in loadings of building materials, L. C. L. merchandise and metal tonnage.

Despite a decline in the volume of building contracts awarded for both residential and non-residential structures, work actually under construction in Connecticut during October rose over September, the preliminary index standing, after seasonal adjustment at 73% above normal. Principal non-residential item was the Defense Plant Corporation's announcement of

(Continued on page 31)

ACCOUNTING HINTS

(By Hartford Chapter, National Association of Cost Accountants)

The passage of the amendments to the Federal Revenue Act liberalizing the deduction for amortization under the Revenue Act has been widely publicized through the press and trade organizations, but there are, nevertheless, indications that many concerns to whom it might apply have not given it serious consideration or study. The amortization allowance herein referred to is the special provision whereby manufacturers engaged in production of defense materials and supplies may charge off and deduct, over a period of sixty months, the cost of equipment and facilities acquired for the purposes of such production providing requisite approval is obtained.

The amendments to the law somewhat simplify the procedure for procuring the required permission for availing of the deduction. Formerly joint certification by the War and Navy Departments and the Advisory Commission was required but now the certification is solely in the hands of the Service Departments.

The most important provision of the amendment, however, is the extension of time for filing applications. Heretofore application had to be filed within sixty days but now this can be done within six months after the beginning of construction, reconstruction, erection, or installation, or date of acquisition of any emergency facility.

Another provision of the new law simplifies the procedure regarding certificates of non-reimbursement by limiting the contracts required to be certified to such as involve more than \$15,000.00; however, the Certificates of Necessity are nevertheless still required.

It should be noted that defense facilities, subsequently acquired after a certificate has been obtained, do not come under the coverage of such certificate. Each subsequent addition should be adequately covered by a separate certificate and similarly the period over which amortization is applicable is likewise spread.

This amortization is stipulated in the statute technically as for sixty months. Therefore, the actually elapsed months during the year that the addition has been in use are the factor; this differs from the practice frequently used for depreciation purposes whereby

the effective period for the initial year of installation is averaged at six months.

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ACCELERATED DEPRECIATION

The operation of industrial plants on a two or three shift basis involving greater use of the equipment will naturally result in greater wear and tear; hence larger provisions for depreciation. Operations on this basis involve not only such actual wear and tear but also involve inability to give equipment proper maintenance. Furthermore, it is quite a common experience that operators on second and third shifts are frequently less skilled than the regular daytime operators with the result that equipment is not skillfully used and sustains much abuse.

Under these conditions the calculation of the depreciation allowance on the normal basis is not adequate. Recognition of the substantial additional use, with the accompanying abuse, warrants the use of an increased rate or accelerated depreciation. No specific formula is feasible as to the extent of this increased expense sustained and must be determined as a separate problem by each plant. If adequate plant records are kept as to the individual machines or units of equipment, it can probably be more readily determined by the engineering staff rather than by any blanket enhancement of depreciation rates. However, it is known that in one major defense industry the Government has permitted the taxpayer to increase normal depreciation by 50% when there were two shifts operating, and by 100% when three shifts were being used.

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A timely discussion of a major accounting problem will feature the December 16 meeting of Hartford Chapter, National Association of Cost Accountants. Mr. Louis J. Schuster, assistant treasurer, Chase Brass & Copper Company, Waterbury, Connecticut will speak on "Last In—First Out Method of Inventory Valuation."

BUSINESS PATTERN

(Continued from page 30)

a \$1,458,000 plant to be erected in Naugatuck for the production of syn-

thetic rubber products. Comparison of permit valuations for the first nine months of 1941 throughout the United States reveals that construction of all classes was 21.3% over the corresponding period of 1940 while for the same period the four Connecticut cities of Bridgeport, Hartford, New Haven and Waterbury showed an increase of 92%.

Although steel ingot production was maintained between 97% and 98% of rated capacity throughout the United States in October, a critical shortage of scrap threatens year end continuance of the present high level of operations. In some areas the supply of scrap is estimated to be sufficient for little more than ten days' operations at present rates of production.

Because of the unusually large volume of sales in the previous three months due to anticipation of shortages and new excise taxes, the index of department store sales in the United States for October fell to 104% of the 1923-25 average from 116% in September. Percentage increases of 16 and 8 over October 1940 were reported by Bridgeport and New Haven department stores, respectively, which were below the increases of 42% and 22% shown in these cities last month over the previous September. For the year to date, Bridgeport and New Haven stores show increases of 27% and 16% over the first ten months of 1940.

Preliminary United States Bureau of Labor Statistics figures for October indicated that the retail cost of foods in Bridgeport and New Haven declined .3% and .2%, respectively, while an increase of .8% was recorded for the Nation as a whole. The average advance in retail food prices over the past twelve months for Bridgeport and New Haven continues to remain slightly below the corresponding figure for the United States. From mid-October to the week ending November 8 the Bureau index of wholesale commodity prices covering nearly 900 price series rose .1 to 91.7% of the 1926 average. Increases and decreases in all series were for the most part fractional. Rises over the week ending October 11 include textile products, metals, house furnishings and manufactured products. Declines are recorded for farm products, foods and fuel.

LEGISCOPE

By PAUL ADAMS, Counsel

IN THE CONGRESSIONAL RECORD recently, there appeared the following notation under the heading of "Public Bills and Resolutions Introduced":

"By Mr. HOFFMAN:

"H. Res. 346. Resolution seeking to determine the form of government under which we are living; to the Committee on Rules."

Things have come to a pretty pass!

THE NEATEST TRICK in political history will have been accomplished if the administration succeeds in cornering the labor market. Governmental agencies have for some time been devising and revising intrigue which would place in the hands of New Deal politicians control over employment opportunities. What a patronage system that would be! It may sound like alarmism to entertain even the thought that such a thing is in the air, but one only has to look at the facts to be convinced. In June of this year, the Social Security Board engineered an amendment to their appropriation bill which would allow them to take over and operate any and all state employment service offices. Chairman Altmeyer of the Social Security Board denied the purpose of the amendment at first, but finally in August he admitted its purpose and design. Forthwith the Arizona State Employment Service was taken over by the Social Security Board; Georgia and Pennsylvania were put under pressure; and threats or innuendoes of "seizure" were handed out to some ten other states. Congressional leaders have prevented the repeal of the amendment giving the Social Security Board the authority which it has been exercising. The next development was the announcement by the Social Security Board and the administration that it was all out for federalization of the social security program, including unemployment compensation and employment services. The President has indicated his support. That created quite a stir of protest from state governments throughout the country. Now New Dealers are pushing a bill to drive private employment offices out of existence. The OPM (perhaps because it is in some favor with public and employers) has requested

President Roosevelt to ask Congress to transfer supervision and control of the state employment service offices to the OPM. They claim efficiency as their principal reason, but no one has yet pointed out a case where a state employment service has failed to fulfill its obligations or to cooperate when given the opportunity. It's high time all this fooling around was stopped. Neither employees nor employers want, nor will they benefit from, regimentation of labor under the control of anyone, be he politician or otherwise. In the name of defense, we want nothing but defense!

THE EMPLOYER'S OBLIGATION to keep out of employees' efforts to organize is stated by the Federal Circuit Court of Appeals at Chicago as follows:

"The employer has no more right to intrude himself into the employees' efforts to organize and select their representatives to represent them in collective bargaining than the employee would have to intrude himself into a stockholders' meeting to interfere with the election of the company's directors, who are after all the representatives of the stockholders for the purpose of collective bargaining for the stockholders in all transactions relating to the company's business." (*Jones Foundry & Machine Co.*)

NOT ONLY BACK PAY BUT ALSO BACK RENT must be paid to an employee who was discriminatorily discharged. The discharged employee in question was evicted from a company tenement. The eviction was found to be discriminatory. The National Labor Relations Board in the case of *Abbott Worsted Mills, Inc.* ruled that the employee should be retenant in the house from which he was evicted, or in one of like character, be paid rent for the period during which he was not permitted to live in the tenement, and be paid for such additional expenses as he may have incurred during such period as a direct result of eviction. The Board justifies the order on the grounds that it is

simply making the employee whole for his loss due to the discriminatory eviction. Such an eviction may occur where lease of homes to employees can be found to be "a privilege amounting in effect to a part of their wages and constitutes a term and condition of their employment" and where the eviction is for engaging in union activities. It is reasonable to conclude, contrary to the Board's decision, that the reason for the eviction was not union activities but as a result of the discharge, since the employer restricted the use of the tenements to his employees.

The effect of this ruling by the Board is to require employers to allow discharged employees to remain in company tenements until there has been a determination of whether or not the discharge was discriminatory.

ANTI-STRIKE LEGISLATION is scheduled for congressional consideration early in December. The form which such legislation will take is by no means a certainty. However, there are current the following proposals: (1) To authorize the President to take over and operate any defense industry in which a strike exists. (2) To require a thirty-day cooling off period after notice of intent to strike. (3) To require strike votes in defense industries to be conducted by some governmental agency, such as the National Defense Mediation Board. (4) To create by statute a defense mediation board with power to issue orders to prevent a strike from being called. (5) To provide for compulsory arbitration. (6) To prohibit strikes for the closed shop and in jurisdictional disputes. There are other proposals, but those enumerated are the ones most likely to receive serious consideration.

Some legislation will be passed. The President has given it the "go" sign. But it is extremely important that the various proposals be given careful consideration. No one should mistake the fact that this legislation is part of the formation of a national labor policy and that any steps taken should be permanent and not limited to the existing emergency. Accordingly, the proposal for seizure of plants by the President is unsound. Such a plan would not control the evil.

It places the Government in a position of starting the shooting, but leaves the basic problems unsolved and the dispute unsettled.

The cooling off period has worked well in its operation under the Railway Labor Act, where the employees involved are highly organized in one union. That condition does not exist in all other industries and establishments to be affected by the present proposals. It has been suggested that for this reason, it cannot be expected a thirty-day cooling off period would aid in the settlement of jurisdictional disputes between unions, closed or union shop deadlock, or boycott and similar indirect labor organizational methods.

Strike votes conducted by a government agency would tend to indicate sanction of the issue by the government, as has been the experience under the N.L.R.A.

Strengthening the National Defense Mediation Board by giving it legal status and placing enforcement powers at its disposal would not seem to remedy the present situation. To force such a Board upon the parties to labor disputes would not result in peaceful industrial relations. Furthermore, to give the Board the power to enforce its decision would indicate congressional approval of recent policy enunciated by the Board in connection with union maintenance and union shop provision in contracts.

Compulsory arbitration should never become a part of a national industrial relations policy. The entire burden of arbitration in the matter of wages, hours and working conditions falls upon the employer, since he is the only one who has anything to give. A labor representative would only have to start the procedure by making a demand, and he would be sure to get something for the employees. Arbitration of wage demands generally means dividing in half the difference between what the employer is willing to give and what the employees demand. If the employer is willing to give nothing, then half the difference between nothing and something is something. Compulsory arbitration, above all, should not include the issue of the closed shop. No tribunal, not even Congress, should adjudge the principle of whether an employee should have to pay tribute to some private organization in order that he may earn his livelihood, his most fundamental and inherent right.

Legislation addressed to the point will be the only solution. Such legislation can be made permanent. It should recognize that the right to strike, like other "rights" is properly subject to reasonable regulation in the public interest. Labor unions should acquire and retain members on the basis of their service to members. Neither the Government nor employers should force a closed shop upon employees who do not wish to join.

(Concluded on page 35)

NEWS FORUM

(Continued from page 25)

largely for additional generating facilities at its Devon plant, was announced by President C. L. Campbell.

The company proposes to issue 336,088 shares of new preferred stock which will have no par value but a liquidating value of \$50 a share. A total of 136,088 of these shares, bearing a dividend rate of \$2.25 per annum, will be offered to holders of the present 5½% preferred on a basis of two shares of the new stock for one share of old stock.

Such shares as are not taken up under the exchange offer, together with the 200,000 additional shares to be issued, will carry a \$2.00 dividend per annum and will be sold to underwriters for cash. All old preferred stock not exchanged will be called for redemption on March 1, 1942, at \$112 and accrued dividends.

Safety

NEW DEPARTURE factory at Meriden has a large intra-plant safety organization to prevent accidents "before they can happen". Two committees, a major group made up of seven key men and a sub-safety committee consisting of 60 men representing all three shifts in every department in the plant, have been organized to function under the direction of Matthew Christie, who has been appointed full-time director of safety operations.

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EXPORT NEWS

By W. ADAM JOHNSON, *Commercial Secretary*

Use of Producer Gas Vehicles in Great Britain May be Expanded.

A revival of interest in producer gas for motor vehicle operation has recently been evident in Great Britain. British development of this type of vehicle propulsion has not been as extensive as anticipated, due partly to the fact that the shortage of gasoline was not as great as was expected and also to the lack of steel for the manufacture of any appreciable number of producer units. Lately, because of mechanical improvements which have been made in the construction of producer gas units, authorities in the local motor vehicle industry express the opinion that the renaissance of producer gas as a fuel may be near.

The most noteworthy instance where producer gas has been successfully employed for motor vehicle propulsion is that of a large omnibus company which has equipped its fleet of buses with producer gas units. The buses of this company are said to operate over 22,000 miles each month on the same time schedule as that of the gasoline-operated vehicles formerly used.

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Development of India's Phosphate Resources Sought.

The Government of India is taking steps looking to the development of the country's phosphate deposits. A bulletin just issued by the Indian Geological Survey states that there are approximately 8,000,000 tons of phosphates within a depth of 200 feet in the Trichinopoly District and 700,000 tons in the Singhbhum District. Phosphorus bearing minerals it is pointed out, are of particular importance to India where agriculture is the economic mainstay of the country, since the element is an essential constituent of plant food. India is an important importer of fertilizer materials, the total value of all imported fertilizers amounting to about \$3,000,000 annually. Curiously enough, the Government bulletin shows that India is also exporting bone meal, fish and other fertilizers to the extent of more than \$1,500,000 annually.

Continued Activity in Uruguay's Textile Industry.

Uruguay's textile industry has continued to operate at a relatively high level during recent months. Mills producing cotton and woolen goods, it is pointed out, have been particularly active as they have been least affected by the growing shortage of raw materials. The woolen mills have their sources of raw materials within the country, while the cotton mills have little difficulty in obtaining raw cotton from Brazil and Paraguay. The local silk and rayon hosiery industry, although faced with a potential shortage of raw material which may eventually force the closing of most of the mills appears to have built up in past months fairly heavy stocks of raw materials, on which reserve it is now operating at normal capacity.

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Japanese Government Attempts to Expand Ship Construction.

Japan's shipbuilding industry is seeking additional allotments of materials, labor and electric power in order to carry out the Government's ship-construction program. Subsidies for the encouragement of ship building have also been requested. It is reported that the Government has agreed to guarantee by 100 percent loans made by the Industrial Bank if Japan to finance shipbuilding, to extend further preferential treatment to shipyards in the distribution of materials, labor and electric power, and to standardize the types of mercantile vessels to be built in order to speed up construction on a mass-production basis.

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Canadian Iron and Steel Production Expands.

Official Canadian production figures just issued show that the Dominion's output of iron and

steel has appreciably expanded during the current year. The output of pig iron in the first eight months of 1941 totaled 833,351 long tons, compared with 734,436 and 422,028 tons produced in the corresponding period of 1940 and 1939. The 1941 production included 698,406 tons of basic iron, 61,695 tons of foundry iron, and 73,250 tons of malleable iron. Production of steel in Canada during January-August of this year totaled 1,548,497 tons, against 1,300,033 tons and 813,309 tons in the same months of 1940 and 1939. At the end of August Canadian blast furnaces were operating at 79.4 percent of capacity, with eight furnaces having a total daily capacity of 3,275 tons in blast.

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Canadian Bicycle Industry Enjoying Boom.

Canada's bicycle-manufacturing industry, centered in Ontario, is finding it difficult to meet the steadily increasing local demand for machines. The increase in volume of cycle sales, the report states, is attributed more to the general economic uplift rather than to any immediate effect of the gasoline economy drive. Sales of bicycles in the Dominion have been increasing since the beginning of 1940. In that year local bicycle production totaled 86,500 units valued at \$1,763,895, compared with 70,567 valued at \$1,398,213 in 1939. Imports of completed bicycles also increased from 2,613 units in 1939 to 5,969 in 1940. During the current year Canada's largest bicycle manufacturer has devoted a considerable part of its plant to the manufacture of war materials. However, to offset this, another local manufacturer is now erecting a modern factory double the size of its present plant with separate departments for bicycle assembling, spray enameling and stock-room facilities.

Bicycle parts and accessories are imported into Canada principally from Great Britain and the United States. Imports of completed bicycles from the latter source remain prohibited under the War Exchange Conservation Act of 1940. The Canadian mar-

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ket is open to American exporters only for bicycle parts and accessories for replacement purposes, or for incorporation in locally made bicycles.

★ ★ ★

India's Exports of Karaya Gum to the United States Increasing. Karaya gum is one of India's export products which since the war has found an expanding outlet in the United States. During 1939 exports of this gum to the American market were valued at \$561,649, while shipments during the first quarter of the current year alone reached a total of \$203,576.

Because of its properties of viscosity and swelling, karaya gum is used for various purposes in the United States. It serves as a carrying agent in the manufacture of printing gums in the textile industry, while its adhesive quality is valuable in the manufacture of plaster boards by gypsum factories. It substitutes for gelatine as a bodying agent in foodstuffs production, while its swelling quality makes it valuable as a bulk laxative in the pharmaceutical industry.

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Belgian Congo Mines Operating at Full Capacity. Current activity in the mining industry of the Belgian Congo is at capacity levels. In the order of value, copper, gold and tin are the three leading metals exported from the area. The copper is at present being sold chiefly to the United States and the United Kingdom, the refined tin entirely to the United States, the tin ore to the United Kingdom; and all of the gold is being sent to the Union of South Africa.

During the second half of 1940 the Belgian Congo exported to the United States 55,756 metric tons of copper, 5,716 tons of tin, 124 tons of tantalite and 5,090 tons of manganese ore. Invoices certified at the American Consulate show the following mineral shipments to the United States in the first six months of 1941: copper, 23,597 metric tons; tin, 7,533 tons; cobalt, 65 tons; and tantalite, 25 tons. The total exports will be higher than these figures indicate, since the Consulate has no record of shipments of copper and tin via Angola and Mozambique, and other products via Tanganyika and Kenya.

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British Dyestuffs Industry Reported in Strong Position. Indications are that the British dyestuffs in-

dustry is currently in a relatively favorable position. It is reported that not only have the color manufacturers been able to increase their range by a number of specialized products which before the war were wholly imported, but research toward filling the few remaining important gaps in the list of domestic-produced colors is active. Measures being taken to further production of intermediates in regard both to variety and quantity are also said to be successful. Prior to the war, although the list of British-made intermediates was extensive, there were a few notable omissions.

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Canadian Paper Industry Diversifies Production to Meet War Demands. As a result of wartime developments, Canada's paper industry has begun the production of a number of specialty items never before manufactured in local mills. About six of the leading Canadian newsprint companies are at present producing these new paper products, principally for export to the United States. The main new product is a sulphite corrugated paper developed as a substitute for kraft corrugated paper. Output is running between 5,000 and 6,000 tons a week, with production contracted for until the close of the current year.

Notwithstanding the fact that in peace times Canada is one of the world's largest paper-making nations, local mills have never satisfied the country's demands for specialty paper products. With the cutting off of European and other sources of supply resulting from the war Canadian paper mills turned their attention to the problem of diversifying their production. The newsprint industry, which over a period of years has built up huge plants solely for the manufacture of a single product, has never previously been able to utilize fully its installed equipment. The recent development of corrugated paper manufacture is accordingly of great importance to the industry, as it affords a means of utilizing plant equipment to maximum capacity.

★ ★ ★

British Drug Industry in Strong Position Despite Loss of Export Trade. War conditions have sharply stimulated the demand in Great Britain for drugs and pharmaceutical products. Reports of the six largest drug companies operating in the country show that all enjoyed a profitable busi-

ness in 1940 and in only a single instance did the annual turnover fail to exceed that of 1939. One of Britain's largest chemical firms is reported to be entering the pharmaceutical field and will produce the type of drugs formerly sold in the local market by the German firm Bayer which are largely preparations with a coal-tar base. Substantial Government contracts are reported to have to some extent offset the decline in the British drug industry's export trade, the bulk of which is with the Empire, South America and the United States.

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Sweden Plans to Save Tobacco by Use of Paper Mouth Pieces on Cigarettes. Sweden's Tobacco Monopoly is planning to save a substantial volume of tobacco by the use of paper mouth pieces on the cigarettes it manufactures. In announcing this decision, Monopoly authorities pointed out that as a general rule only two-thirds of a cigarette is smoked, with the result that approximately 800 tons of tobacco are literally thrown away each year. While limited quantities of leaf tobacco continue to be received in Sweden from the United States, Bulgaria, Greece and Turkey, available stocks of Virginia tobacco have dwindled enormously. However, with the reduction in the quantity of tobacco used in cigarette manufacture it is believed no other restrictions will be necessary for the time being.

LEGISCOPE

(Continued from page 33)

Labor should not be granted the use of its weapon, the strike, to deprive others of their right to work without paying dues to a union. *A strike called for the purpose of forcing a closed shop, or for that purpose in conjunction with other purposes, should be declared unlawful.* A strike in which the principal issue is one of jurisdiction of two or more unions should likewise be declared unlawful. Anti-strike legislation along these lines would be directed at the evil which is now harassing production for national defense, which will continue to harass the progress of unions themselves as the representatives of employees, and which will continue to affect our economic well-being.



Ed. NOTE. This department, giving a partial list of products manufactured in Connecticut by company, seeks to facilitate contacts between prospective purchasers in domestic or foreign markets and producers. It includes only those listings ordered by Connecticut producers. Interested buyers may secure further information by writing this department.

(Advertisement)

Accounting Forms The Baker Goodyear Co New Haven	Barrels The Abbott Ball Co (burnishing and tumbling) Hartford The Hartford Steel Ball Co (tumbling) Hartford	The Miller Co (Phosphor bronze in sheets, strips and rolls) Meriden The Thinsheet Metals Co (sheets and rolls) Waterbury
Accounting Machines Underwood Elliott Fisher Co Hartford	Bathroom Accessories The Autoyre Company Oakville The Charles Parker Co Meriden	Brass Goods Sargent and Company New Haven Scovill Manufacturing Co (To Order) Waterbury
Acetylene Connecticut Gas Products Co Inc Meriden	Bearings New Departure Div of General Motors (ball) Bristol The Fafnir Bearing Co (ball) New Britain Norma-Hoffmann Bearings Corp (ball and roller) Stamford	Brass Mill Products Bridgeport Brass Co Bridgeport Scovill Manufacturing Co Waterbury
Adding Machines Underwood Elliott Fisher Co Hartford	Bells Revin Brothers Mfg Co East Hampton The Gong Bell Mfg Co East Hampton Sargent and Co New Haven The N N Hill Brass Co East Hampton	Brass Stencils—Interchangeable The Fletcher Terry Co Box 415, Forestville
Advertising Printing The Case Lockwood & Brainard Co Hartford	Belting Hartford Belting Co Hartford The Russell Mfg Co Middletown The Thames Belting Co Norwich	Brick—Building The Donnelly Brick Co New Britain
Advertising Specialties The H C Cook Co 32 Beaver St Ansonia Scovill Manufacturing Co (Made to Order) Waterbury	Bench The Charles Parker Co (piano) Meriden	Bricks—Fire Howard Company New Haven
The Waterbury Button Co Waterbury	Bicycle Coaster Brakes New Departure Div General Motors Corp Bristol	Broaching The Hartford Special Machinery Co Hartford
Aero Webbing Products Russell Mfg Co Middletown	Bicycle Sundries New Departure Div General Motors Corp Bristol	Brooms—Brushes The Fuller Brush Co Hartford
Air Compressors The Spencer Turbine Co Hartford	Binders Board Colonial Board Company Manchester	Buckles The Hatheway Mfg Co (Dee Rings) Bridgeport
Aircraft—Repair & Overhaul United Airports Div United Aircraft Corp Rentschler Field East Hartford	Biological Products Ernst Bischoff Company Inc Ivoryton	Buttons The Hawie Mfg Co Bridgeport The G E Prentice Mfg Co New Britain John M Russell Mfg Co Inc Naugatuck B Schwanda & Sons Staffordville The Patent Button Co Waterbury The Waterbury Button Co Waterbury
Airplanes Vought-Sikorsky Aircraft, Div United Aircraft Corp Stratford	Blades Capewell Manufacturing Company, Metal Saw Division, (hack saw and band saw) Hartford	Buffing & Polishing Compositions Apothecaries Hall Co Waterbury Lea Mfg Co Waterbury
Aluminum Castings Newton-New Haven Co 688 Third Avenue West Haven	Blacks Howard Company (cupola fire clay) New Haven	Buffing Wheels The Williamsville Buff Mfg Co Danielson
Aluminum Forgings Scovill Manufacturing Co (small) Waterbury	Blower Fans The Spencer Turbine Co Hartford Colonial Blower Company Hartford	Buttons B Schwanda & Sons Staffordville The Patent Button Co Waterbury Colt's Patent Fire Arms Mfg Co Hartford Scovill Manufacturing Co (uniform and tuck fastened) Waterbury
Aluminum Goods Scovill Manufacturing Co (To Order) Waterbury	Blower Systems Colonial Blower Company Hartford	Cabinets The Waterbury Button Co Waterbury
Aluminum—Sheets & Coils United Smelting & Aluminum Co Inc New Haven	Boilers The Bigelow Co New Haven Petroleum Heat & Power Co (domestic only) Stamford	Cable The Charles Parker Co (medicine) Meriden
Ammunition Remington Arms Co Inc Bridgeport	Bolts and Nuts Clark Brothers Bolt Co Milldale The O K Tool Co Inc (T-Slot) 33 Hull St Shelton	Cams The Hartford Special Machinery Co Hartford
Artificial Leather The Permatex Fabrics Corp Jewett City Zapon Div, Atlas Powder Co Stamford	Box Board The Lydall & Foulds Paper Co Manchester National Folding Box Co New Haven New Haven Pulp & Board Co New Haven Robertson Paper Box Co Montville	Carpets and Rugs Bigelow-Sanford Carpet Co Thompsonville
Asbestos Rockbestos Products Corp (insulated wire, cable and cords) New Haven The Raybestos Div of Raybestos-Manhattan Inc (brake lining, clutch facings, sheet packing and wick) Bridgeport	Boxes—Paper—Folding Atlantic Carton Corp Norwich S Curtis & Son Inc Sandy Hook M S Dowd Carton Co Hartford National Folding Box Co (paper folding) New Haven	Carpet Lining Palmer Brothers Co New London
Assemblies, Small The Greist Manufacturing Co New Haven The Wallace Barnes Co Div, Associated Spring Corp Bristol	Boxes—Paper—Folding The New Haven Pulp & Board Co New Haven	Castings The Charles Parker Co (gray iron) Meriden The Bradley & Hubbard Mfg Co (gray iron, brass, bronze, aluminum) Meriden The Gillette-Vibber Co (gray iron, brass, bronze, aluminum, also Bronze Bushing Stock) New London
Auto Cable Housing The Wiremold Company Hartford	Brake Linings Colt's Patent Fire Arms Mfg Co Hartford The Raybestos Div of Raybestos-Manhattan Inc (automotive and industrial) Bridgeport The Russell Mfg Co Middletown	Castings—Permanent Mould The Bradley & Hubbard Mfg Co (zinc and aluminum) Meriden
Automatic Control Instruments The Bristol Co (temperature, pressure, flow, humidity, time) Waterbury	Brass and Bronze The American Brass Co (sheet, wire rods, tubes) Waterbury The Bristol Brass Corp (sheet, wire, rods) Bristol	
Automobile Accessories The Rostand Mfg Co (windshields, seats, and body hardware) Milford The Raybestos Div of Raybestos-Manhattan Inc (brake lining, rivets brass, clutch facings, packing) Bridgeport		
Automotive Friction Fabrics The Russell Mfg Co Middletown		
Automotive & Service Station Equipment Scovill Manufacturing Co (Canned Oil Dispensers) Waterbury		
Bakelite Moldings The Raybestos Div of Raybestos-Manhattan Inc (brake service machinery) Bridgeport		
Balls The Waterbury Button Co Waterbury		
Ball Bearings The Abbott Ball Co (steel bearing and burnishing) Hartford The Hartford Steel Ball Co (steel bearing and burnishing, brass, bronze, monel, stainless, aluminum) Hartford		

IT'S MADE IN CONNECTICUT

—CONTINUED—

Centrifugal Blower Wheels		Dowel Pins		Forgings	
The Torrington Manufacturing Co	Torrington	The Allen Manufacturing Co	Hartford	Clark Brothers Bolt Co	Milldale
Chain		Edged Tools		Heppenstall Co (all kinds and shapes)	Bridgeport
John M Russell Mfg Co Inc	Naugatuck	The Collins Co (axes and other edged tools)	Collinsville	Scovill Manufacturing Co (non-ferrous)	Waterbury
Chains—Bead		Elastic Webbing		Foundries	
The Bead Chain Mfg. Co.	Bridgeport	The Russell Mfg Co	Middletown	Union Mfg. Co (gray iron)	New Britain
Chemicals		Electric Appliances		Wilcox Crittenden & Co Inc (iron, brass, aluminum and bronze)	Middletown
Apothecaries Hall Co	Waterbury	The Silcox Co	80 Pliny St Hartford	The Sessions Foundry Co (iron)	Bristol
MacDermid Incorporated	Waterbury	Electric Cables		Foundry Riddles	
American Cyanamid & Chemical Corp	Waterbury	Rockbestos Products Corp (asbestos insulated)	New Haven	The John P Smith Co	423-33 Chapel St New Haven
Chromium Plating		Electrical Conduit Fittings & Grounding		Furniture—Anodic Aluminum	
Chromium Corp of America	Waterbury	Specialties		Warren McArthur Corporation	Bantam
Chucks & Face Plate Jaws		The Gillette-Vibber Company	New London	Furniture Pads	
Union Mfg Co	New Britain	Electric Cords		The Gilman Brothers Company	Gilman
Clamps—Wood Workers		Rockbestos Products Corp (asbestos insulated)	New Haven	Fuses	
Sargent and Company	New Haven	Electric Eye Control		Colt's Patent Fire Arms Mfg Co	Hartford
Clay		United Cinephone Corporation	Torrington	Galvanizing & Electric Plating	
Howard Company (Fire Howard "B" and High Temperature Dry)	New Haven	Electric—Commutators & Segments		The Gillette-Vibber Co.	New London
Cleansing Compounds		The Cameron Elec Mfg Co (rewinding motors)	Ansonia	Galvanizing	
MacDermid Incorporated	Waterbury	Electric Fixture Wire		Malleable Iron Fittings Co	Branford
Clutch Facings		Rockbestos Products Corp (asbestos insulated)	New Haven	Wilcox Crittenden & Co Inc	Middletown
The Russell Mfg Co	Middletown	Electric Heating Element & Units		Gaskets	
Clutch—Friction		Rockbestos Products Corp (asbestos insulated)	New Haven	The Raybestos Div of Raybestos-Manhattan Inc	Bridgeport
The Carlyle Johnson Mach Co (Johnson Expanding Ring; Multiple Disc Maxitorq)	Manchester	Electric Panel Boards		Gauges	
The Raybestos Div of Raybestos-Manhattan Inc (clutch facings—molded, woven, fabric, metallic)	Bridgeport	The Plainville Electrical Products Co	Plainville	The Bristol Co (pressure and vacuum—recording automatic control)	Waterbury
Comfortables		Electric Wire		Gears—Reverse & Reduction for Motor Boats	
Palmer Brothers Co	New London	Rockbestos Products Corp (asbestos insulated)	New Haven	The Snow and Petrelli Mfg Co	New Haven
Cones		The Whitney Blake Co (Graybar Elec Co Exclusive Distributors)	Hamden	Gears and Gear Cutting	
Sonoco Products Co (Climax-Lowell Div) (Paper)	Mystic	Electrical Control Apparatus		The Hartford Special Machinery Co	Hartford
Consulting Engineers		The Trumbull Electric Mfg Co	Plainville	Glass Coffee Makers	
The Stanley P Rockwell Co Inc (Consulting)	296 Homestead Ave Hartford	Electrical Control Equipment		The Silcox Co	80 Pliny St Hartford
Contract Manufacturers		Colt's Patent Fire Arms Mfg Co	Hartford	Glass Cutters	
The Greist Mfg Co (metal parts and assemblies)	503 Blake St New Haven	Electrical Records		The Fletcher Terry Co	Box 415, Forestville
Copper		The Bristol Co	Waterbury	Golf Equipment	
The American Brass Co (sheet, wire, rods, tubes)	Waterbury	A C Gilbert Co	New Haven	The Horton Mfg Co (clubs, shafts, balls, bags)	Bristol
The Bristol Brass Corp (sheet)	Bristol	Colt's Patent Fire Arms Mfg Co	Hartford	Graphite Crucibles & Products	
Scovill Manufacturing Co (pipe and service tubing)	Waterbury	Colt's Patent Fire Arms Mfg Co	Hartford	American Crucible Co	Shelton
The Thinsheet Metals Co (sheets and rolls)	Waterbury	Electrotypes		Greeting Cards	
Copper Sheets		W T Barnum & Co Inc (all classes)	New Haven	A D Steinbach & Sons Inc	New Haven
The New Haven Copper Co	Seymour	Elevators		Grinding	
Copper Shingles		The Eastern Machinery Co (passenger and freight)	New Haven	The Hartford Special Machinery Co (gears, threads, cams and splines)	Hartford
The New Haven Copper Co	Seymour	General Elevator Service Co Inc (freight, passenger and residence)	Hartford	Hardware	
Copper Water Tube		Embalming Chemicals		Sargent and Co	New Haven
Bridgeport Brass Co	Bridgeport	The Embalmers' Supply Co	Westport	Wilcox Crittenden & Co Inc (marine heavy and industrial)	Middletown
Cork Cots		Engines		Hardware—Trailer Cabinet	
Sonoco Products Co (Climax-Lowell Div)	Mystic	Wolverine Motor Works Inc (diesel stationary marine)	Bridgeport	The Excelsior Hardware Co	Stamford
Corrugated Box Manufacturers		Pratt & Whitney Aircraft Div	United Aircraft Corp (aircraft)	Hardware, Trunk & Luggage	
The Danbury Square Box Co	Danbury	Envelopes		J H Sessions & Son	Bristol
Corrugated Shipping Cases		Plimpton Mfg Co Div U S Envelope Co (Manufactures)	Hartford	Flat Machinery	
D L & D Container Corp	87 Shelton Ave New Haven	Curtis 1000 Inc	Hartford	Doran Brothers Inc	Danbury
Cosmetics		Extractors—Tap		Headers	
Connecticut Corrugated Box Div	Robert Gair Co Inc Portland	The Walton Co	94 Allyn St Hartford	The E J Manville Machine Co	Waterbury
The J B Williams Co	Glastonbury	Eyelets		Heat Treating	
Cotton Batting & Jute Batting		The Platt Bros & Co P O Box 1030	Waterbury	The A F Holden Co	200 Winchester St New Haven
Palmer Brothers	New London	Scovill Manufacturing Co	Waterbury	Heat Treating Co	
Cotton and Jute Batting		The Waterbury Button Co	Waterbury	The Bennett Metal Treating Co	1045 New Britain Ave Elmwood
The Gilman Brothers Company	Gilman	Fasteners—Slide & Snap		The Stanley P Rockwell Co Inc	296 Homestead Ave Hartford
Cotton Yarn		The G E Prentice Mfg Co	New Britain	Heat-Treating Equipment	
The Floyd Cranska Co	Moosup	Sargent and Co	New Haven	The Autoyre Company	Oakville
Counting Devices		The Patent Button Co	Waterbury	The A F Holden Co	200 Winchester St New Haven
Veeder-Root Inc	Hartford	Scovill Manufacturing Co (snap)	Waterbury	Hollow Screws	
Cutlery		FELT—All Purposes		The Allen Manufacturing Co	Hartford
Remington Arms Co Inc	Bridgeport	American Felt Co (Mills & Cutting Plant)	Glenville	Hose Supporter Trimmings	
Cut Stone		Ferrules		The Hawie Mfg Co (So-Lo Grip Tabs)	Bridgeport
The Dextone Co	New Haven	The Waterbury Button Co	Waterbury	Hot Water Heaters	
Cutters		Fibre Board		Petroleum Heat & Power Co (instantaneous domestic oil burner)	Stamford
The Standard Machinery Co (rotary board, single and duplex)	Mystic	The C H Norton Co	North Westchester	Industrial Finishes	
The O K Tool Co Inc (inserted tooth milling)	33 Hull St Shelton	Finger Nail Clippers		Zapon Div Atlas Powder Co	Stamford
Dictating Machines		The H C Cook Co	32 Beaver St Ansonia	Insecticides	
Dictaphone Corporation	Bridgeport	Firearms		American Cyanamid & Chemical Corp	Waterbury
Die Castings		Colt's Patent Fire Arms Mfg Co	Hartford	Insulated Wire Cords & Cable	
Newton-New Haven Co Inc	688 Third Ave West Haven	Remington Arms Co Inc	Bridgeport	The Kerite Insulated Wire & Cable Co Inc	Seymour
Dies		Fire Hose		Insulated Wire Cords & Cable	
The Hoggson & Pettis Mfg Co	141 Brewery St New Haven	Fabrics Fire Hose Co (municipal and industrial)	Sandy Hook	Insulated Wire Cords & Cable	
Die-Heads—Self-Opening		Fireplace Goods		Insulated Wire Cords & Cable	
The Eastern Machine Screw Corp	Truman & Barclay Sts New Haven	The John P Smith Co (screens)	423-33 Chapel St New Haven	Insulated Wire Cords & Cable	
Dish Washing Machines		The Rostand Mfg Co	Milford	Insulated Wire Cords & Cable	
Colt's Patent Fire Arms Mfg Co	Hartford	Fireproof Floor Joists		Insulated Wire Cords & Cable	
Draperies		The Dextone Co	New Haven	Insulated Wire Cords & Cable	
Palmer Brothers Co	New London	Fishing Equipment		Insulated Wire Cords & Cable	
Drop Forgings		The Horton Mfg Co (reels, rods, lines)	Bristol	Insulated Wire Cords & Cable	
Wilcox Crittenden & Co Inc	Middletown	Fishing Lines		Insulated Wire Cords & Cable	
The Blakeslee Forging Co	Plantsville	The Bevin-Wilcox Line Co	East Hampton	Insulated Wire Cords & Cable	
Atwater Mfg Co		Fishing Tackle		Insulated Wire Cords & Cable	
		The H C Cook Co	32 Beaver St Ansonia	Insulated Wire Cords & Cable	
		Flashlight Cases		Insulated Wire Cords & Cable	
		Scovill Manufacturing Co (metal)	Waterbury	Insulated Wire Cords & Cable	
		Fluorescent Lighting Equipment		Insulated Wire Cords & Cable	
		The Wiremold Company	Hartford	Insulated Wire Cords & Cable	

IT'S MADE IN CONNECTICUT

—CONTINUED—

The Whitney Blake Co (Graybar Elec Co Exclusive Distributors) Hamden
Japanning
 J H Sessions & Son Bristol
Joining
 The Raybestos Div of Raybestos-Manhattan Inc (compressed sheet) Bridgeport
Key Blanks
 Sargent and Company New Haven
 The Graham Mfg Co Derby
Knit Goods
 American Hosiery Company New Britain
Labels
 J & J Cash Inc (Woven) South Norwalk
Lacquers & Synthetic Enamels
 Zapon Div Atlas Powder Co Stamford
Ladders
 A W Flint Co 196 Chapel St New Haven
Lamps
 The Rostand Mfg Company (brass, colonial style & brass candlesticks) Milford
Leather
 Herman Roser & Sons Inc (Genuine Pigskin) Glastonbury
Leather Goods Trimmings
 The G E Prentice Mfg Co New Britain
Letterheads
 Lehman Brothers Inc (designers, engravers, lithographers) New Haven
Lighting Equipment
 The Miller Co (Miller, Duplexalite, Ivanhoe) Meriden
Locks
 The Waterbury Button Co Waterbury
 Sargent and Company New Haven
Locks—Cabinet
 The Excelsior Hardware Co Stamford
Locks—Suit-case and Trimmings
 The Excelsior Hardware Co Stamford
Locks—Trunk
 The Excelsior Hardware Co Stamford
Locks—Zipper
 The Excelsior Hardware Co Stamford
Loom-Non-Metallic
 The Wiremold Company Hartford
Machine Work
 The Hartford Special Machinery Co (contract work only) Hartford
Machinery
 The Torrington Manufacturing Co (special rolling mill machinery) Torrington
 The Hallden Machine Company (mill) Thomaston
 The Torrington Manufacturing Co. (mill) Torrington
 The Standard Machinery Co (bookbinders) Mystic
Machinery Dealers & Rebuilders
 Botwinik Brothers New Haven
 Machinery Dealers Inc New Haven
Machines
 Andrew C Campbell Div American Chain & Cable Co Inc (cutting & nibbling) Bridgeport
 The Patent Button Company Waterbury
Machines—Automatic
 The A H Nilson Mach Co (Special) Bridgeport
Machines—Forming
 The A H Nilson Mach Co (four-slide wire and ribbon stock) Bridgeport
Malleable Iron Castings
 Malleable Iron Fittings Co Branford
Marine Equipment
 The Rostand Mfg Co (portlights, deck, cabin and sailboat hardware) Milford
 Wilcox Crittenden & Co Inc Middletown
Marking Devices
 The Hoggson & Pettis Mfg Co New Haven
Matrices
 W T Barnum & Co Inc New Haven
Mattresses
 Palmer Brothers Co New London
 Waterbury Mattress Co Waterbury
Metal Cleaners
 Apothecaries Hall Co Waterbury
Metal Cleaning Machines
 Colt's Patent Fire Arms Mfg Co Hartford
Metal Goods
 Bridgeport Brass Co (to order) Bridgeport
Metal Novelties
 The H C Cook Co 32 Beaver St Ansonia
 The Waterbury Button Co Waterbury
Metal Products—Stampings
 J H Sessions & Son Bristol
 Scovill Manufacturing Co (Made to Order) Waterbury
Metal Specialties
 The Excelsior Hardware Co Stamford
 The G E Prentice Mfg Co New Britain
Metal Stampings
 The Autoyre Co (small) Oakville
 The Patent Button Co Waterbury
 The Excelsior Hardware Co Stamford

J H Sessions & Son Bristol
 The H C Cook Co 32 Beaver St Ansonia
 The Greist Mfg Co 503 Blake St New Haven
 The Waterbury Button Co Waterbury
Milk Bottle Carriers
 The John P Smith Co 323-33 Chapel St New Haven
Millboard
 The Raybestos Div of Raybestos-Manhattan Inc (asbestos) Bridgeport
Mill Supplies
 Wilcox Crittenden & Co Inc Middletown
Moulded Plastic Products
 Colt's Patent Fire Arms Mfg Co Hartford
 The Watertown Mfg Co 117 Echo Lake Road Watertown
Moulds
 The Hoggson & Pettis Mfg Co (steel) 141 Brewery St New Haven
 The Sessions Foundry Co. (heat resisting for non ferrous metals) Bristol
Nickel Anodes
 Apothecaries Hall Co Waterbury
 The Seymour Mfg Co Seymour
Nickel Silver
 The Seymour Mfg Co Seymour
Nuts Bolts and Washers
 Clark Brothers Bolt Co Milldale
Office Equipment
 Underwood Elliott Fisher Co Hartford
Oil Burners
 Malleable Iron Fittings Co Branford
 The Silent Glow Oil Burner Corp Hartford
 1477 Park St
 Petroleum Heat & Power Co (domestic commercial and industrial) Stamford
Oil Burner Wick
 The Raybestos Div of Raybestos-Manhattan Inc Bridgeport
Oxygen
 Connecticut Gas Products Co Inc Meriden
Packing
 The Raybestos Div of Raybestos-Manhattan Inc (rubber sheet and automotive) Bridgeport
Paints and Enamels
 The Tredennick Paint Mfg Co Meriden
Paperboard
 Connecticut Corrugated Box Div Robert Gair Co Inc Portland
 The New Haven Pulp & Board Co New Haven
Paper Boxes
 National Folding Box Co (folding) New Haven
 The New Haven Pulp & Board Co New Haven
 Robertson Paper Box Co (folding) Montville
Paper Clips
 The H C Cook Co (steel) 32 Beaver St Ansonia
Paper Tubes and Cores
 Sonoco Products Co (Climax-Lowell Div) Mystic
Parallel Tubes
 Sonoco Products Co (Climax-Lowell Div) Mystic
Pharmaceutical Specialties
 Ernst Bischoff Company Inc Ivoryton
Phosphor Bronze
 The Seymour Mfg Co Seymour
 The Bristol Brass Corp (sheet) Bristol
Pipe
 The American Brass Co (brass and copper) Waterbury
 Howard Co (cement well and chimney) New Haven
 Crane Company (fabricated) Bridgeport
 Bridgeport Brass Co (brass & copper) Bridgeport
 Scovill Manufacturing Co (copper, red brass and yellow brass) Waterbury
Pipe Fittings
 Malleable Iron Fittings Co Branford
Platers
 The Patent Button Co Waterbury
 The Plainville Electro Plating Co Plainville
Platers—Chrome
 The Plainville Electro Plating Co Plainville
Platers' Equipment
 MacDermid Incorporated Waterbury
Plumbers' Brass Goods
 Bridgeport Brass Co Bridgeport
 Scovill Manufacturing Co Waterbury
Plumbing Specialties
 John M Russell Mfg Co Inc Naugatuck
Pole Line
 Malleable Iron Fittings Co Branford
Polishing Wheels
 The Williamsville Buff Mfg Co Danielson
Presses
 The Standard Machinery Co (plastic molding, embossing, and die cutting) Mystic
Propellers—Aircraft
 Hamilton Standard Propellers Div United Aircraft Corp East Hartford

Propeller Fan Blades
 The Torrington Manufacturing Co Torrington
Punches
 The Hoggson & Pettis Mfg Co (ticket & cloth) 141 Brewery St New Haven
Putty Softeners—Electrical
 The Fletcher Terry Co Box 415 Forestville
Pyrometers
 The Bristol Co (recording and controlling) Waterbury
Radiation-Finned Copper
 The G & O Manufacturing Company New Haven
Railroad Equipment
 The Rostand Mfg Co (baggage racks and mirrors for passenger cars) Milford
Rayon Yarns
 The Hartford Rayon Corp Rocky Hill
Razors
 Schick Dry Shaver Inc (electric) Stamford
Reamers
 The O K Tool Co Inc (inserted tooth) Shelton
Recorders
 The Bristol Co (automatic controllers, temperature, pressure, flow, humidity) Waterbury
Refractories
 Howard Company New Haven
Resistance Wire
 The C O Jelliff Mfg Co (Nickel chromium, kanthal) Southport
Retainers
 The Hartford Steel Ball Co (bicycle & automotive) Hartford
Reverse Gear—Marine
 The Carlyle Johnson Mach Co Manchester
Riveting Machines
 The Grant Mfg & Machine Co Bridgeport
 The Raybestos Div of Raybestos-Manhattan Inc (brake service equipment) Bridgeport
Rivets
 The Connecticut Manufacturing Company Waterbury
 Clark Brothers Bolt Co Milldale
 The Blake & Johnson Co (brass, copper and non-ferrous) Waterville
 J H Sessions & Son Bristol
 The Raybestos Div of Raybestos-Manhattan Inc (brass and aluminum tubular and solid copper) Bridgeport
 The Raybestos Div of Raybestos-Manhattan Inc (iron) Bridgeport
Rods
 The Bristol Brass Corp (brass and bronze) Bristol
Roof Coatings & Cements
 Tilo Roofing Co Inc Stratford
Roofing—Built Up
 Tilo Roofing Co Inc Stratford
Rubber Chemicals
 The Stamford Rubber Supply Co ("Factice" Vulcanized Vegetable Oils) Stamford
Rubberized Fabrics
 The Duro-Gloss Rubber Co New Haven
Rubber Footwear
 The Goodyear Rubber Co Middletown
 United States Rubber Prod Inc (Keds, Keddettes, Gaytees, U S Royal Footwear) Naugatuck
Rubbish Burners
 The John P Smith Co 423-33 Chapel St New Haven
Safety Fuses
 The Ensign-Bickford Co (mining & detonating) Simsbury
Saw Blades
 The Capewell Mfg Co (Hack Saw, Band Saw) Hartford
Scales—Industrial Dial
 The Kron Company Bridgenort
Scissors
 The Acme Shear Company Bridgeport
Screws (Machine)
 The Connecticut Manufacturing Company Waterbury
Screw Machine Products
 The Connecticut Manufacturing Company Waterbury
 The Blake & Johnson Co Waterville
 Centerless Grinding Works Bridgeport
 19 Staple Street
 The Eastern Machine Screw Corp New Haven
 Truman & Barclay St Forestville
 The Humason Mfg Co New Haven
 The Greist Mfg Co (Up to 1 1/4" capacity) New Haven
 Scovill Manufacturing Co Waterbury
Screws
 The Blake & Johnson Co (machine) Waterville
 Sargent and Company New Haven
 Clark Brothers Bolt Co Milldale
 The Charles Parker Co (wood) Meriden
 (Advt.)

IT'S MADE IN CONNECTICUT

—CONTINUED—

Scovill Manufacturing Co (cap and machine) Waterbury
 Winsted Manufacturing Co Winsted
Sewing Machines
 The Greist Mfg Co (Sewing machine attachments) 503 Blake St New Haven
 The Merrow Machine Co (Industrial) 2814 Laurel St Hartford
Shaving Soaps
 The J B Williams Co Glastonbury
Shears
 The Acme Shear Co (household) Bridgeport
Sheet Metal Products
 The American Brass Co (brass and copper) Waterbury
Sheet Metal Stampings
 The American Buckle Co West Haven
 The Patent Button Co Waterbury
 J H Sessions & Son Bristol
Showcase Lighting Equipment
 The Wiremold Company Hartford
Signals
 The H C Cook Co (for card files) 32 Beaver St Ansonia
Silks
 Cheney Brothers South Manchester
Silverware
 International Silver Co (tableware, nickel silver, silver plate and sterling) Meriden
Silverware—Hotel & Institutional
 International Silver Co Meriden
Silverware—Plated Hollowware
 International Silver Co Meriden
Silverware—Sterling & Plated Trophies
 International Silver Co Meriden
Silverware—Sterling Silver Hollowware
 International Silver Co Meriden
Silverware—Tableware, Silver
 International Silver Co Meriden
Silverware—Tableware, Silver Plate
 International Silver Co Meriden
Silverware—Tableware, Sterling
 International Silver Co Meriden
Sizing and Finishing Compounds
 American Cyanamid & Chemical Corp Waterbury
Smoke Stacks
 The Bigelow Company (steel) New Haven
Soap
 The J B Williams Co (industrial soaps, toilet soaps, shaving soaps) Glastonbury
Special Parts
 The Greist Mfg Co (small machined, especially precision stampings) 503 Blake St New Haven
Sponge Rubber
 The Sponge Rubber Products Co Derby
Spreads
 Palmer Brothers Company New London
Spring Coiling Machines
 The Torrington Manufacturing Co Torrington
Spring Units
 Owen Silent Spring Co Inc (mattresses and upholstery furniture) Bridgeport
Spring Washers
 The Wallace Barnes Co Div Associated Spring Corp Bristol
Springs—Coil & Flat
 The Humason Mfg Co Forestville
 The Wallace Barnes Co Div Associated Spring Corp Bristol
Springs—Flat
 The Wallace Barnes Co Div Associated Spring Corp Bristol
Springs—Furniture
 Owen Silent Spring Co Inc Bridgeport
Springs—Wire
 The Wallace Barnes Co Div Associated Spring Corp Bristol
Springs, Wire & Flat
 The Autoyre Company Oakville
Stair Pads
 Palmer Brothers Company New London
Stamps
 The Hoggson & Pettis Mfg Co (steel) 141 Brewery St New Haven
Stampings—Small
 The Greist Manufacturing Co New Haven
 The Wallace Barnes Co Div Associated Spring Corp Bristol
Staples
 Sargent and Company New Haven
Steel Castings
 The Hartford Electric Steel Co (carbon and alloy steel) 540 Flatbush Ave Hartford
 Malleable Iron Fittings Co Branford
 Nutmeg Crucible Steel Co Branford
Steel—Cold Rolled Spring
 The Wallace Barnes Co Div Associated Spring Corp Bristol
Steel—Cold Rolled Stainless
 Wallingford Steel Company Wallingford

Steel—Cold Rolled Strip and Sheets
 Wallingford Steel Company Wallingford
Steel Goods
 Scovill Manufacturing Co (To Order) Waterbury
Stereotypes
 W T Barnum & Co Inc New Haven
Stop Clocks, Electric
 The H C Thompson Clock Co Bristol
Studio Couches
 Waterbury Mattress Co Waterbury
Surface Metal Raceways & Fittings
 The Wiremold Company Hartford
Switchboards
 Plainville Electrical Products Co Plainville
Switchboards Wires and Cables
 Rockbestos Products Corp (asbestos insulated) New Haven
Switches
 Colt's Patent Fire Arms Mfg Co Hartford
Tableware—Stainless Steel
 International Silver Co Meriden
Tanks
 The Bigelow Company (steel) New Haven
Tape
 The Russell Mfg Co Middletown
Tap Extractors
 The Walton Co 94 Allyn St Hartford
Taps, Collapsing
 The Geometric Tool Co New Haven
Tarred Lines
 Brownell & Co Inc Moodus
Telemetering Instruments
 The Bristol Co Waterbury
Textile Machinery
 The Merrow Machine Co 2814 Laurel St Hartford
Textile Mill Supplies
 Ernst Bischoff Company Inc Ivoryton
Textile Processors
 The Aspinook Corp (cotton) Jewett City
Thermometers
 The Bristol Co (recording and automatic control) Waterbury
Thin Gauge Metals
 The Thinsheet Metals Co (plain or tinned in rolls) Waterbury
Thread
 Max Pollack & Co Inc Groton
 The American Thread Co Willimantic
 The Gardiner Hall Jr Co (cotton sewing) South Willington
Threading Machines
 The Grant Mfg & Machine Co (double and automatic) Bridgeport
Time Recorders
 Stromberg Time Corp Thomaston
Timers, Interval
 The H C Thompson Clock Co Bristol
Tinning
 Wilcox Crittenden & Co Inc Middletown
 The Thinsheet Metals Co (non-ferrous metals in rolls) Waterbury
Tools
 The Hoggson & Pettis Mfg Co (rubber workers) 141 Brewery St New Haven
 The O K Tool Co Inc (inserted tooth metal cutting) 33 Hull St Shelton
Tools, Dies & Fixtures
 The Greist Mfg Co New Haven
Toys
 A C Gilbert Company New Haven
 The Gong Bell Co East Hampton
 The N N Hill Brass Co East Hampton
Trucks—Lift
 The Excelsior Hardware Co Stamford
Trucks—Skid Platforms
 The Excelsior Hardware Co (lift) Stamford
Tube Clips
 The H C Cook Co (for collapsible tubes) 32 Beaver St Ansonia
Tubing
 The American Brass Co (brass and copper) Waterbury
 Scovill Manufacturing Co (copper alloys) Waterbury
Tubing—Condenser
 Scovill Manufacturing Co Waterbury
Typewriters
 Underwood Elliott Fisher Co Hartford
Typewriter Ribbons
 Underwood Elliott Fisher Co Hartford
Underclearer Rolls
 Sonoco Products Co (Climax-Lowell Div) Mystic
Vacuum Cleaners
 The Spencer Turbine Co Hartford

Valves—Automatic Air
 Beaton & Cadwell Mfg Co New Britain
Valves—Flush
 Beaton & Cadwell Mfg Co New Britain
Valves—Relief & Control
 Beaton & Cadwell Mfg Co New Britain
Ventilating Systems
 Colonial Blower Company Hartford
Vises
 The Charles Parker Co Meriden
Washers
 The Blake & Johnson Co (brass, copper & non-ferrous) Waterville
 American Felt Co (felt) Glenville
 Clark Brothers Bolt Co Milldale
 The Sessions Foundry Co (cast iron) Bristol
 J H Sessions & Son Bristol
 The Raybestos Div of Raybestos-Manhattan Inc (clutch washers) Bridgeport
Watches
 Benrus Watch Co 30 Cherry St Waterbury
Waterproof Dressings for Leather
 The Viscol Company Stamford
Webbing
 The Russell Mfg Co Middletown
Welding Rods
 The Bristol Brass Corp (brass & bronze) Bristol
Wicks
 The Russell Mfg Co Middletown
 The Raybestos Div of Raybestos-Manhattan Inc (oil burner wicks) Bridgeport
Wire
 The Bristol Brass Corp (brass & bronze) Bristol
 The Driscoll Wire Co (steel) Shelton
 Hudson Wire Co Winsted Div (insulated & enameled magnet) Winsted
 The Atlantic Wire Co (steel) Branford
 The Platt Bros & Co (zinc wire) P O Box 1030 Waterbury
 Rockbestos Products Corp (asbestos insulated) New Haven
 Scovill Manufacturing Co (brass, bronze and nickel silver) Waterbury
Wire Arches and Trellis
 The John P Smith Co 423-33 Chapel St New Haven
Wire Baskets
 Rolock Inc (for acid, heat, degreasing) Southport
Wire Cable
 The Bevin-Wilcox Line Co (braided) East Hampton
Wire Cloth
 The C O Jelliff Mfg Co (All metals, all meshes) Southport
 The John P Smith Co 423-33 Chapel St New Haven
Wire Drawing Dies
 The Waterbury Wire Die Co Waterbury
Wire Dipping Baskets
 The John P Smith Co 423-33 Chapel St New Haven
Wire Formings
 The Autoyre Co Oakville
Wire Forms
 The Humason Mfg Co Forestville
 The Wallace Barnes Co Div Associated Spring Corp Bristol
Wire Goods
 The Patent Button Co Waterbury
 The American Buckle Co (overall trimmings) West Haven
 Scovill Manufacturing Co (To Order) Waterbury
Wire Mesh
 Rolock Inc (all meshes and metals) Southport
Wiremolding
 The Wiremold Company Hartford
Wire Nuts—Solderless
 The Wiremold Company Hartford
Wire Reels
 The A H Nilson Mach Co Bridgeport
Wire Partitions
 The John P Smith Co 423-33 Chapel St New Haven
Wire Rings
 The American Buckle Co (pan handles and tinner's trimmings) West Haven
Woodwork
 C H Dresser & Son Inc (Mfg all kinds of woodwork) Hartford
Yarns
 The Ensign-Bickford Co (jute carpet) Simsbury
Zinc
 The Platt Bros & Co (ribbon, strip and wire) P O Box 1030 Waterbury
Zinc Castings
 Newton-New Haven Co Inc 688 Third Ave West Haven (Advt.)

SERVICE SECTION

FOR SALE—RENT—WANTED

FOR SALE—Approximately 1900 pounds of 1½" wide x .010 hard hi brass in rolls. Address S. E. 160.

FOR SALE OR RENT—In commercial zone, 1/3 acre land on corner, with brick building 40 x 40, all enclosed with high Anchor wire fence, near railroad siding. Special price for quick sale. Address S. E. 161.

FOR SALE—One ton Electric Triplex Hoist, 220 volts, 14 feet lift. S. E. 162.

FOR SALE—Pratt & Whitney screw cutting lathe, 18" x 5' with taper attachment. First-class condition except that it has no change gears. S. E. 163.

FOR SALE one virtually brand new 24" Coulter shaping planer, complete with motor and various attachments. Address S. E. 164.

FOR SALE large factory building, two stories high, brick and steel beam construction, adjoining main building one story high. Rear of main building is a wooden storehouse, office building, with two-car wooden garage. Land joins office building which is being surveyed. Large water tank on brick standard; two steam boilers of 125 H. P. each, one Corliss steam engine and outside electric power lines connected to mill; automatic sprinklers and ample supply of pond water from large reservoir. For more information address S. E. 165.

FOR SALE AT BARGAIN. Brick Mill 150 x 42, three stories high, 15,000 square feet. Floor Space, 11 acres of land, 75 acres of water in reservoir with all water rights. Water power at mill is 75 H.P., 49' f-l, Bradway 15" wheel, one 72" H.R.T. boiler with 128 H.P. Corliss Steam Engine. Located in Eastern Connecticut. About 40 miles from Hartford. Apply A. R. Pinney, 168 Edgewood Ave., Longmeadow, Mass.

EMPLOYMENT

PLANT MANAGER—SUPERINTENDENT—American; 53; not a graduate but a thoroughly experienced engineer; mechanic and manufacturing executive. Pressed and deep drawn metal stampings; screw machine products; castings; die forgings; cold headed products; dies; tools; fixtures. Records of efficiency; cost results; labor relations, and references submitted to principals. Address P. W. 600.

A RESPONSIBLE BUSINESS and sales executive who has discontinued his business due to conditions resulting from the war, is interested in actively affiliating as a partner in a new or established business requiring additional capital and capable services. Will invest up to \$25,000. Address P. W. 604.

PLANT MANAGER OR SUPERINTENDENT. American, 53. Not a graduate, but an experienced engineer; mechanic and manufacturing executive with creative ability to put new projects into production operations, and to cut costs on existing lines through improvement in materials and labor. Address P. W. 605.

EMPLOYEE RELATIONS EXECUTIVE. A man of substantial experience in employee relations and personnel work desires a position either as advisor or as an executive. He has worked in the ranks of labor, served as personnel director, negotiated labor agreements and been active in general management. He understands labor psychology and the management viewpoint. Adequate information and references will be furnished on request. Address P. W. 606.

CHIEF ENGINEER, graduate of Northeastern University, age 39, experienced design, in charge of all research, including laboratory program and product development; technical training of sales engineers; fuel engineer; planning and establishing a complete stoker testing laboratory for large concern, desires a connection in the East. Adequate information and references furnished upon request. P. W. 609.

YOUNG LADY who has been doing tracing work for several years and who has just completed, with high marks, a drafting course at New London Junior College, desires a position as a draftsman in the drafting department of a Connecticut manufacturer. For further details and interview, address P. W. 610.

EXECUTIVE. Man with mature experience who has specialized in economics and finance and who has had a wide experience in business and a 6-year turn as secretary of a large manufacturers association seeks an opportunity to put his talents to work for defense during the present emergency. His salary requirements are extremely reasonable. Address P. W. 611.

EXECUTIVE ASSISTANT, age 35, College graduate experienced in financial statistics and auditing. Several years employed by large insur-

ance company. Has had investment purchasing experience and is qualified as statistical analyst. Desires position in industry where he can assist in analyzing and solving the many new problems facing executives as a result of defensive program. Address P. W. 612.

PERSONNEL or Administrative post in private industry is now being sought by a competent woman who has had long experience in personnel and administrative work in Government posts. For details of experience write P. W. 613.

SALESMAN: Three years selling experience; 27; married, one child; good pushing salesman with background of experience covering retail and department store trade. Address P. W. 614.

COMBUSTION ENGINEER—Man with proven record of ability to reduce fuel costs sufficient to pay his salary and a handsome profit to his employers, desires to make connection with large Connecticut manufacturer, or will consider doing this type of work for several companies on a fee basis. Address P. W. 615.

PRODUCTION MANAGER—Mechanical Engineer who has also studied cost accounting, business administration and factory management, and who has had a broad experience in factory management, tool and die design and construction, plant layout, methods, production control, purchasing and personnel, seeks to locate with large Connecticut or New England manufacturer as production manager. Now employed in New York state. Address P. W. 616.

PERSONNEL MAN—age 31, two years graduate work in testing and counselling. Recently released from Army. Experience in interviewing and use of industrial aptitude tests. Address P. W. 617.

PHYSICIAN, General Practitioner, not eligible for draft, would be interested in industrial medical work, preferably part time. Address P. W. 618.

POSITION WANTED. Alert, resourceful, thoroughly experienced in organizing production planning and control systems and plant lay-out work. College graduate, 20 years with two leading manufacturers. Available now. Address P. W. 619.

SEASONED EXECUTIVE. Graduate of U. S. Naval Academy who has progressed from workman to foreman, to superintendent, works manager and head of the business and who has placed two run-down companies on a profit basis, is now available to tackle another difficult assignment in the metals industry field. For references and further details address P. W. 620.

ACCOUNTANT. Experienced in cost and general accounting, capable of filling an executive position. Ten years successful record as manager of works accounting, budget control, stock control, general and private ledgers. Proficient in the handling of employees. Address P. W. 621.

PLANT MANAGER-SUPERINTENDENT. Thorough mechanic and seasoned executive with experience covering from the building and organization of a plant to the delivery of the finished product. Will interview principals only. Record and credentials of a high order. Address P. W. 622.

POSITION WANTED. As superintendent with woolen or worsted mill, experienced in all departments from wool scouring up to and including finishing operations on all types finishes. Also experienced as textile engineer, making surveys, research and development work. American, age 52. Address P. W. 623.

UNDERGRADUATE NURSE. Graduate of a class A school of physical therapy desires position as physiotherapist in an industrial concern. Eight years experience in the treatment of industrial injuries and nine years experience in all branches of physical therapy including massage and corrective exercises. Address P. W. 624.

PRODUCTION WORK WANTED . . . Seven years experience with Connecticut manufacturer . . . have applied time study . . . familiar with filling defense contracts . . . penalties, etc. attached to same . . . 31 years of age and single . . . interviews appreciated . . . Address P. W. 625.

INDUSTRIAL CAFETERIA MANAGER, thoroughly competent executive, many years' experience as chief of large commissaries, U. S. Navy and industrial; complete knowledge layout, purchase, installation of equipment, food preparation and service; shrewd buyer foodstuffs and supplies, planning economical, wholesome, appetizing menus, food cost control, dietetics; capable supervising several units. Highest credentials. Available now. Address P. W. 626.

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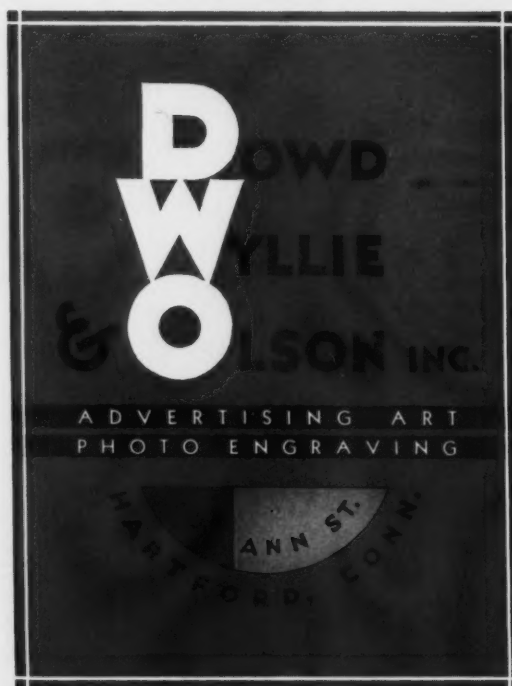


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